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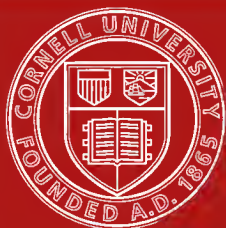


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UNITED STATES CONSULAR REPORTS.

TRADE GUILDS OF EUROPE.

STATE SCHOOL
INDUSTRIAL AND LABOR RELATIONS

APR 13 1954

CORNELL UNIVERSITY

REPORTS FROM THE CONSULS OF THE UNITED STATES ON THE TRADE
GUILDS OF EUROPE, AND THE LAWS AND REGULATIONS
BY WHICH THEY ARE GOVERNED.

U.S. Bureau of Foreign Commerce
PUBLISHED BY THE DEPARTMENT OF STATE, ACCORDING TO ACT OF CONGRESS.



WASHINGTON:
GOVERNMENT PRINTING OFFICE.

1885.

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TRADE-GUILD CIRCULAR.

DEPARTMENT OF STATE,
Washington, May 18, 1884.

To the Consul of the United States at ———— :

SIR: Subsequent to the preparation of the "Labor Circular" recently transmitted to the several consulates, a delegation from the Merchant Tailors' Exchange, of Washington, and representing the Tailors' Exchanges of the country, called at the Department to solicit its assistance in securing, through the consular officers, information as to the conditions which prevail, and which have prevailed for some time, between employers and employés in the several countries in Europe.

The principal points upon which information is desired by the Merchant Tailors' Exchange are as follows:

1. Are there any schools in your district where boys can learn the tailor's trade? If so, what are the laws by which they are governed? Is the system a success?

2. Are there any guilds connected with the trade? By what rules are they governed?

3. What are the laws and regulations governing apprenticeship?

In this connection it has occurred to the Department that the information sought for by the Merchant Tailors' Exchange would be equally valuable to the other trades. You are therefore requested to prepare a report covering the foregoing interrogatories, and embracing such other questions as you may consider necessary for the full and explicit illustration of the conditions and relations which prevail between the employers and employés in the principal trades in your district, for the information of similar trades in the United States.

The reports here called for while analogous to those requested in the recent Labor Circular should be kept distinct from the latter, so that they may be published as a sequel thereto, under some such title as the "Trade guilds of Europe and the laws and regulations by which they are governed."

I am, sir, your obedient servant,

JOHN DAVIS,
Assistant Secretary.

CONSULAR REPORTS
ON
TRADE GUILDS OF EUROPE.

JULY, 1885.

HISTORY OF TRADE GUILDS.

REPORT BY CONSUL DU BOIS, OF LEIPSIQ, ON GUILD ORGANIZATION IN ANCIENT TIMES; ORIGIN AND PROGRESS OF TRADES UNIONS; POWER AND INFLUENCE OF THE ORGANIZATIONS IN THE MIDDLE AGES, AND CONDITION OF THE GERMAN GUILDS AT PRESENT.

INTRODUCTORY AND EXPLANATORY.

In reply to the Trade-Guild Circular from the Department of State, dated May 18, 1884, I take pleasure in saying that I have prepared a report upon the subject, which is herewith inclosed, and I hope the same will receive the approval of the Department.

Upon receiving the circular the thought suggested itself to me that if the Department intended to publish a pamphlet on the trade guilds, it might be well to prepare a concise history of these trade organizations, showing their struggles for existence and the progress which they have made, which might be used as a prelude to the reports which will undoubtedly be furnished by other consuls, giving full details about the present organizations.

With this end in view I made a careful study of the subject, getting many of my facts from an eminent Saxon architect, Mr. Mothes, who is now preparing an exhaustive work about the guilds of the world.

Should my efforts receive the approval of the Department I will feel fully rewarded for the work I have done.

ANCIENT GUILDS.

Guilds have always had a certain democratic character. They owe their origin to the endeavors of the toiling masses to free themselves from the galling yoke of oppression, and to secure to themselves and to their posterity the privileges of citizenship, equality before the law, rights of labor, and other inalienable rights. To secure these ends, organization was necessary, for individuals, acting single handed, were powerless to achieve anything against a tyrannical aristocracy, sustained by wealth, royalty, and the sword.

From time immemorial gold, property, and rank, as they have been possessed by the aristocratic minority, have had far more value and in-

fluence than the toil of the great majority, who held the secrets of the work-shop and brought to light the treasures of the mines, and it is only of late that the laborer and the artisan have found it possible to stand up like men and make themselves felt in the social and political history of the nations.

In the days of so-called Spartan, Athenian, and Roman liberty there was but very little freedom in fact, except among the privileged few, whom the accident of birth had placed in a happier position than that enjoyed by their fellow-men. Thus, during the dawn of authentic history we find no traces of guilds, because all the freedom there was and all the power that really existed were lodged with the aristocracy, who guarded what they supposed was their own well-being, by the enslavement of the toilers, and it was not until these nations had developed an intellectual civilization of such grand magnitude that its benign rays penetrated the ranks of the laboring millions, and aroused in them an inextinguishable desire to secure certain privileges and rights which belonged to them as members of the family of man. When this period was reached history begins to tell us of certain organizations and unions among the artisans, which had many characteristics resembling the guild organizations of more recent times. But before the Christian era history is very meager in its details concerning the various trades and the peculiar features of the organizations which may have controlled them.

We know that in Egypt, at the time of the Ptolemies, the people were divided into priests, warriors, agricultural laborers, and workmen; and that in most of the employments the son was compelled by law to follow the trade or business of his father.

Theseus, the Athenian, decided that the skilled workmen should form a separate class of citizens, and during his time history mentions many trades, while upon those relating to war were conferred special rights and privileges.

The fact that Grecian history mentions the existence of numerous trades, and that their members had special festivals, partially helps to establish the belief that guilds were in vogue in those days. The merchants celebrated the festival of Hermes; the metal-workers, the *Chalk-eion*, or copper festival. This latter Etimologos pronounces as the most esteemed and the oldest of all the trades. We find also certain expressions in history which, in a measure, sustain the belief that guilds existed during Athenian greatness.

The word *eregasia* means in reality trade, guild, or union, or a confederacy of handworkers; *erekotomos* referred to the independent workmen engaged in building; *tecton* had the same meaning as the German word *gesellen* (fellows), and *architecton* is the origin of our word "architect," and has the same meaning as the German word *bauführer*, which signifies master-builder.

These expressions, with the well-known tendency of the Greeks to form coteries and secret societies, combined with the fact that the son usually inherited his father's trade, and, further, that such expressions as "art-work," "trick," "artificer," "artisan," meant, at the same time, secrecy and cunning, help to confirm not only the belief that guilds existed in Greece, but lead to the supposition that the right of the guilds to exist was recognized by the state. However, history throws so little light upon the condition of the guilds in Greece that a closer examination of the subject would afford but meager satisfaction. With Rome it is different. Even her mythical period is marked by traces of the guild.

Of Numa Pompilius, who first secured a real governmental organiza-

tion, it is said that he divided the plebeians into *collegia*. The principal of these, the *collegium pontificum*, received its name from the fact that all members of it were capable of constructing bridges, which was an important knowledge in those days, as bridges were necessary in warfare. The members of the *collegium pontificum* were called *pontifices* (bridge builders), and owing to their importance they exercised considerable influence, and finally numbers of them assumed the position of priests; hence the present word "pontiff."

During the conquests of Tullius Hostilius the *collegia opificum*, a sort of workmen's organization, were abolished. Servius Tullius re-established them, and the aristocratic Tarquinius Superbus suppressed them, because, being composed of plebeians and well organized, they threatened the power of the patricians.

The *collegia opificum* were the protecting bulwarks of the various trades. They kept a vigilant watch over their rights and privileges, and afforded protection to the members at all times. This protection, however, during the republic became very difficult, owing to the fact that the slaves who worked under patrician protection, and the Greek artisans, who invaded the country in great numbers, caused a great competition. The *collegia opificum* spread rapidly over the most civilized of the Roman provinces, and the cause of this remarkable growth can be traced to the rigorous adoption of the maxim of the Romans, that of securing conquered provinces by establishing Roman customs as quickly as possible. This was done by sending a large number of artisans with the army of invasion. In due time the membership of the *collegia opificum* became enormous, and with this increase of strength there came a most natural desire to engage in the political affairs of the nation, and especially the social politics of the country. This tendency greatly offended the aristocratic element, and, in 67 B. C., they succeeded in obtaining a senatorial decree which abolished most of the guilds (*collegia*), only those being allowed to remain which were absolutely necessary to the state. Among these were the carpenters' guild (*lignarii*) and the guilds of the iron, copper, and gold smiths.

When five years later the plebeian Publius Pulcher Clodius assumed the power of state he re-established and augmented the guilds; but Julius Cæsar abolished the most of them again, and Augustus Cæsar confirmed his action. Then came Trajan, who desired to destroy them, but the guilds being powerful, he hesitated to execute his wish; and when Constantine the Great was at the height of his power there existed over thirty guilds in Rome, and both Theodosius and Justinian confirmed and even multiplied their privileges.

Theodoric the Great found some guilds in Constantinople when he conquered that place, and they seemed to please the old warrior, who was not in sympathy with the aristocracy. The *singularium actium magistri* (masters of special arts) are mentioned often during the reign of the Ostrogoths. The title of *magister* was given to every full privileged member of a guild during those days. These things, combined with the high position held by architects under Theodoric, prove that he favored and protected these organizations.

In 590 the Queen of Lombardy, Thudelinde, gave certain privileges and rights to the *magistri Comacinis* (stone-cutters; Ostrogothic, *stein-metzen*) on the island of Comacina, in the Lake of Cemo. This *magisterium* (mastership, from which comes the French word *métier*) *Lombardorum* existed until the fall of Didier, and from 644 to 724 it was regulated by special laws. Besides the *magistri Comacini*, we have proofs of the existence of the *magistri Cacarii* (house-builders) and the

magistri Antelamii (carpenters of Antelamo). When Charlemagne sent his young wife, Désérée, back to her royal father, Didier, the Lombard king, bearing a message to the effect that Longobardian maidens would make passable wives for sleepy monks, but not for the stalwart men of the Carlovingian race, he followed the insult up by invading the country and wresting from his repudiated father-in-law the famous iron crown. To atone for this injustice in a measure, and soften the wrath of the people, he confirmed the privileges of the Longobardian guilds and gave to the *mauern* (*maçons*) the right enjoyed by the free Franks, hence the word "freemasons." Long before this time many Longobardian artisans had emigrated to France and Holland and had carried the guild system with them, so that under the comparative liberal government of Charlemagne they flourished better than for centuries.

The clericals and monks began now to engage in the various trades, and soon were able to exercise considerable influence over the different branches. In 738 the *pes publicus* (the royal standard foot-measure) of Liutpand, did not satisfy the monks, so they established their own measure, which was called *pes de munichis* (monacal standard foot); and from 914 to 946 the Benedictines strove in vain to prohibit the masons of Lombardy from constructing convents and other religious institutions. At this point began an obstinate struggle of the guilds against the clerical workmen, and also against the serfs and bondmen employed by the aristocracy and nobility. The struggle was bitter and was felt throughout the continent. The efforts of the clericals to prevent the guilds from obtaining employment on religious structures did not succeed. In 924 Bishop Ulrich, of Liege, Belgium, could not find enough architects among the clericals, and was therefore compelled to employ members of the guilds. In 1090 Manegold, the architect, was compelled to join a monastic order before he could secure the contract for building the convent at Marbeck. In 1099 Bishop Conrad, of Utrecht, prevailed upon the son of the architect, Pleber, to betray the secrets of the *concilio latomorum*, a guild. A short time afterwards the son was put to death by the father for his treason.

In 1099 a guild of weavers is mentioned as existing and having existed a long time in Mayence.

In 1104 the butchers of Augsburg established a guild.

The fishermen's guild in Worms was confirmed in 1106, a fact which proves that such a guild existed in that place before the date mentioned. In 1114 the weavers' guild of Worms was confirmed. In 1134 a butchers' guild was established for the first time in Paris; and in 1149 the bed-cover weavers' guild was established at Cologne.

The shoemakers' guild of Magdeburg is mentioned for the first time in 1157, and from the records it appears that they succeeded in securing a law by which only those belonging to the guild could place their wares on the market for exhibition or sale. Here also is found the earliest mention of the word "guild." "Gilde," from whence comes "guild," which signified originally a banquet or drinking match (*zeche*), at which money (*geld*) was contributed to the guild. This money (*geld*) was called *gaffel*, *gabe*. From this time on the words *innung*, *eijninghe*, *gilde*, *gaffel*, and *zeche* frequently appear in the records concerning this organization.

The word "zunft" (*conventus*, corporation) so often used for the word "innung" or "guild," was first used in 1260.

In 1162 there existed six guilds in Halle, composed of shopkeepers, shoemakers, bakers, butchers, smiths, and doublet weavers.

In 1180 there were fifteen guilds in London.

Mr. Baurath Mothes, one of the most eminent Saxon architects of this

day, and the author of several works on the condition of the laboring classes, on architecture, and the guilds, says that soon after 1180 the guilds became powerful supporters of civil liberty, and thereby won the hatred of the aristocracy to such an extent that from 1200 to 1219 they were suppressed by the Emperor Frederick II at Gaslar; but in spite of the cruel and vigorous efforts of the aristocracy and of royalty to crush out these organizations, they continued to exist, and in 1232 the imperial restrictions were removed. During the struggle against the imperial prohibition, however, the masters and even members of the guilds were subjected to outrageous and inhuman treatment. At Brunswick, in 1220, twelve masters of the guild were martyrs to their cause; one half of them were cruelly put to death, and the other half were banished.

In 1230 the guilds of Magdeburg, which had existed for some time and had grown powerful, were broken up by royal order; but the towns, which in those days were the strongholds of civil liberty against the aristocratic knighthood, soon secured a re-establishment of the guilds, and they were not only tolerated, but were granted greater privileges and rights than were enjoyed before their dissolution. A similar case occurred in 1231 in Wurzburg, where, notwithstanding the opposition of the Emperor and the bishops, the guilds secured toleration, and in 1279 were confirmed.

In 1254, for the first time in history, two masters of the guilds, a furrier, named Henry, and a rope-maker, named Arnold, were selected as members of the town council of Leipsic.

In 1272 Rudolph Hapsburg issued a decree recognizing the right of the guilds to exist, and he extended to them at the same time the privilege of bearing arms.

In 1272 was organized the first bakers' guild in Berlin; then, in 1280, came the furriers' guild; in 1284 the shoemakers' guild, and in 1285 the tailors' guild. Leipsic, however, boasted of a tailors' guild one year earlier, and in 1295 we find the first record of the woolen-weavers' guild in Berlin.

During the thirteenth and fourteenth centuries Magdeburg was the scene of the fiercest struggles of the various guilds, and it was at the same time the place of some of their most fruitful victories. In 1330 they secured several seats in the town council, and seemed to exercise considerable influence in municipal affairs, but the very next year the aristocracy, jealous of their power, robbed them of their recently secured privileges, and without excuse, and with black malice, put all of the masters to the flame, and this made one of the many terrible pages of history concerning this historic old town. But while the guilds were thus cruelly annihilated and their leaders cremated alive, the determined spirit of the artisan masses still lived, and after a number of years of cruel treatment and hardships they again secured their rights in spite of the persistent opposition of the aristocracy, and were once again to be found sitting among the city fathers and exercising their influence to secure certain natural and inalienable rights which belonged to those who toiled in the workshop and labored in the mine, while the prince and the aristocrat taxed them and tolled out their gains to gratify luxurious and idle tastes, and this influence was not confined alone to Magdeburg, but was felt in other districts, and helped to secure many advantages to the guilds of Brunswick and neighboring provinces.

Zurich admitted several masters of the guilds to her town council in 1335, but not until the place had passed through a terrible and bloody

conflict. This struggle lasted from 1330 to 1390, and was commonly considered as a war between the aristocracy and artisans.

In 1368 and 1372 members of the guilds held seats in the city councils of Aix-la-Chapelle, Cologne, Mayence, and Dortmund. With this great change in the external condition of the guilds there occurred also a marked change in their organization and life.

A concise outline of these internal changes only may be mentioned here.

Up to 1220, and especially in 1190, members of the guild elected their own masters, which proves that they possessed the right to decide who should be their leaders. Laws could only be enacted by the approval of the majority of all the members. Each member had a right to vote against the admission of a candidate.

This is a strong contrast to the condition of things in 1100. Then the masters of the guilds were chosen by the town council in the cities, and in the country they were appointed by the princes and the bishops. Even up to 1099 this was the rule in Strasburg. At that time every one who wished to become a fellow of a guild was required to prove that he was of free and legitimate birth and possessed evidence of an ancestry running back four generations. Later, illegitimate persons were admitted to fellowship.

In 1150 the members of the Strasburg guilds had the right to reject the master imposed upon them by the town council, princes, or bishops. But in 1370 there came a change. The old story of the increase of power and material strength must be told of the guilds, as it is related of all the classes from the highest to the lowest, who obtain position, power, and wealth. The right to sit in the town council, the great market privileges, the increase of influence and power soon began to tell upon the pride and selfishness of the masters of the guilds, and they became in demeanor and by rulings nearly as exclusive and aristocratic as the aristocrats themselves. The old Strasburg rule was revived, that is, the rule which allowed only to free and legitimate-born persons the right of membership. Some of the guilds even excluded the children of the weavers, barbers, shepherds, millers, tax collectors, revenue collectors, and musicians because these were not free-born. Among the soldiery used as garrisons in the different fortified towns each guild was assigned to a certain post and carried its own peculiar flag. To advance from fellow to master was rendered more and more difficult. The right of suffrage was taken away from the fellow. Formerly, to become a master a fellow was required to execute a masterpiece of work, and this piece was subjected to all the members of the guild for examination. This right was taken away and the masters reserved for themselves the right to pass judgment on the masterpiece, and thus could accept or reject any candidate whom they pleased. Each fellow was required to work one year in the place where he desired to secure a mastership, and upon admission was compelled to pay a certain sum of money. All of the quarrels among the masters and fellows or among the fellows themselves were decided now by the masters alone, and not, as formerly, by a committee selected by the fellows and masters. Every member had to promise to submit all of his quarrels to the masters before going to the civil or criminal courts for redress. This star-chamber court within the guilds existed in some places as late as 1840. At this date in Hamburg the court or lodges of the masons and stone-cutters had the right to punish a criminal with death. Against this right the criminal courts had no power to interfere.

Most of the masons and stone-cutters united their lodges and formed

a grand union organization. This union, under the great lodge of Strasburg, comprised all the mason and stone-cutter guilds of Germany, France, England, the Netherlands, Spain, Portugal, Italy, and Hungary. The chief master and high judge, residing at Strasburg in 1263, was subject to the authority of the archbishop of Milan and the Pope, but not to the Emperor.

Under this condition of things the power of the Emperor was greatly weakened. The petty princes of the country mastered and ruled the kingdom. The Emperor confirmed the laws of the guilds no more. This right was controlled by the princes and bishops. In the towns the masters secured more and more power, and played a very important rôle in the administration of affairs, and as their power increased the fellows of the guilds were forced gradually into a state of semi-serfdom. All of the affairs of the guilds were considered and decided by the masters in secret *conventus* (conventions); from this word originated the word *zunft*, as the fellows pronounced the word *zunventus*, *zunfventus*, and at last it was pronounced *zunft*.

The guilds were in this unhappy condition when the bitter struggle of the Reformation began. The troubled times which followed, especially the Thirty Years' War, destroyed, in a measure, the power of the guilds, and debased the comparatively high standard of German handwork which had existed up to that time. The workmen found employment difficult, and entered the military service. Such guilds as find employment at all times joined the garrisons of the fortified towns. Thus in 1631 we find the bakers of Leipsic fighting under the great Gustavus Adolphus.

When the Thirty Years' War ended German handwork had sunk so low as to be the subject of ridicule, and had there been a Commissioner Reuleaux in those unhappy days he would undoubtedly have originated the famous expression "cheap and nasty," "*billig und schlecht*," which the German commissioner, to the Centennial Exposition applied to the exhibition made at that time by his countrymen, an expression which has done German commerce inestimable good, but which cannot, with justice, be applied to German fabrications of the present, as, under the impetus of this severe rebuke, they have begun a new and brilliant era in the art of handwork and manufacture which is already felt throughout the world.

One historical instance proves the condition of German handwork at the end of the Thirty Years' war. In 1520 Francis the First, of France, was obliged to send to Germany for his gunsmiths, locksmiths, &c. One hundred years afterwards France excelled Germany in all kinds of handwork. After the peace of Westphalia, when Germany began to recover from the exhaustion of destructive war, she found herself compelled to depend upon French models in most all of the branches of handwork. At this time the junkers and aristocrats were in absolute control of affairs, while the guilds had sunk very low and were devoid of both power and influence. Seldom could a master be found among the town councilmen, and those who succeeded in obtaining seats were very rich persons and were in reality manufacturers and not handworkers. Thus the masters found their former power and influence gone. They could no more assume an aristocratic air, but were forced into a decided opposition to the aristocracy. Two guilds alone seemed to maintain their former strength and influence—the merchants' guild and the *Universitas*, an institution possessing some of the characteristics of a guild. These continued their aristocratic positions. Indeed, the merchants belonged mostly to the patricians, and enjoyed all of

the privileges of that class, and in some instances even greater privileges were bestowed upon them.

The other guilds, although forced into a bitter opposition to the aristocracy, and that, too, a powerless opposition, did not, however, return to the simple democratic principles which characterized their organization in the thirteenth century, but clung to the aristocratic constitution which had been forced upon them by the masters during the latter part of the fifteenth century, which had debased their fellows to semi-serfdom, robbed them of inalienable rights, forced apprentices into domestic servitude to the cost of their technical education, subjected the progress from fellowship to mastership to favoritism and position, and stayed the wheels of advancement and smothered the spirit of invention until the guilds became star chambers and tools which unscrupulous and tyrannical masters used to further their own selfish ends.

The little power that was left to them was exhausted in unorganized and fruitless opposition to workmen who were not members of the guilds or by quarrels with other guilds. Thus, the carpenters quarreled with the joiners who made staircases; the joiners quarreled with the carpenters who made doors; the glaziers quarreled with the joiners and carpenters who made sashes out of soft wood; the joiners quarreled with the glaziers who made sashes out of oak wood. The plumber was allowed to sell lamps, but not lamp chimneys, globes, and wicks. The physician could prosecute the barber who prescribed a medicine, but the barber could not bring a process against a physician who bled and applied bandages, which in those days belonged in a measure to the tonsorial trade. The *Universitas* would always sustain its members, and it was all-powerful. The physician and the apothecary were members of the *Universitas*. Thus either could prosecute the druggist, but the latter had no right of process against the apothecary.

These quarrels only weakened the guilds and brought them into disrepute. The workmen had no prospect of becoming masters, because the aristocratic condition of the fifteenth century remained in force. Usually none but the sons of masters received a mastership. When a fellow married the widow of a master he was sometimes given a mastership. The result of this system was that incapable men often became masters. The fellows lost ambition, and energy, and hope, and the apprentice, forced into domestic servitude, learned little of his trade, and thus at the dawn of the present century the guilds presented a demoralized and disorganized union, without any great aims, and inspired with but little hope.

To add to this unhappy condition of the guilds, Napoleon Bonaparte forced French goods upon the German markets, and this competition was so great that thousands of German artisans were compelled to emigrate or to go into other pursuits. In 1815, when the German confederacy was formed, a great effort was made to revive the stagnant commerce, but no effort was made to elevate the sunken handwork. This suffered more and more, because many wares which were formerly made by hand were now manufactured by machinery; for instance, furniture, bronze articles, pottery, stoves, &c.

When, in 1847, the movement for liberty began, many of the leaders of the movement turned to the oppressed classes, especially to the handworkers, and assured them that the success of the revolution would bring to them better times. Thus thousands and tens of thousands of the guildites were allured away from their organizations, especially away from the so-called *Morgen-Sprachen*, and soon found themselves

joined to political societies. This naturally sapped the strength of the guilds, and weakened the bond of union to a great extent.

When the revolution was suppressed in 1849, the social discontent among the laboring classes still remained. The workmen's unions were officially dissolved, but were secretly continued. At the same time factories began to be extensively built, and this was a serious blow to the handworker's art. The masters and the fellows showed a sullen hatred toward the introduction of machine labor. The former believed that they could compete with the factories by reducing the wages of the fellows. The fellows rebelled, and much trouble ensued. The so-called political economists, law-givers, and people-happier-making demagogues came to the rescue. They did not recognize and treasure the fundamental principles of the guilds which had been of inestimable value for over two thousand years. They saw only the defects which had crept into the guilds during centuries of abuse and oppression. They did not heed the voice of history, which told them, in unmistakable words, that as soon as guilds had been suppressed the necessity of reviving them had become apparent to the State. They saw none of these things, but blindly bent their energies toward suppression of the guilds, and general free trade. They succeeded in Saxony in 1860, and in Prussia in 1868. The guilds were partly dissolved, while some of them were restricted and limited in such a manner that at last they yielded to the pressure and ceased to exist. Soon a number of fellows established themselves as masters, but having neither the ability nor education they could not succeed, and hundreds were thrown into bankruptcy. The workmen who did not become masters, but lost their guild connections, naturally sought other connections, and thus they were gradually allured into the ranks of the socialists, and soon became social democrats and anarchists. The apprentices, who were compelled to pass certain examinations, would not study, and deserting their masters before having served their time, applied to other masters as fellows, and were accepted, because no certificate of fellowship was required of them.

The manufacturers took young boys as apprentices, and instructed them in a careless and one sided-manner. For instance, in a machine factory an apprentice was taught how to make rivets, and received from the manufacturer a certificate as locksmith. The tailor established himself as builder, and the mason went into the business of making implements. For this reason Commissioner Reuleaux was compelled to say of the German wares displayed at Philadelphia in 1876, "They were cheap and nasty."

Just now there is an effort on the part of the manufacturers to force upon the few remaining guilds the responsibility of caring for their breadless comrades. The manufacturers are strongly represented in the law-making department of the Government, and this effort may not be in vain. But there is a greater and far more significant movement on foot in the interest of the guilds, in fact a movement looking to their speedy and general revival. Laws to this end were enacted in 1878, 1880, and 1883, but the numerous manufacturers and jurists in Parliament have seen to it that these laws impose certain duties on the guilds, but do not give them any rights or privileges. Guilds under such circumstances cannot be of any use, and, in fact, cannot exist, as no one wishes to belong to a guild which is loaded down with obligations and restrictions but enjoys no privileges.

The guilds which do exist are now striving to take the apprentices away from the factories, where they are compelled to work much but have little opportunity to obtain a technical knowledge of their respect-

ive trades. This object is contained in the much spoken of paragraph 100 E, of Ackermann's proposition, which is now pending in the Reichstag, and which is opposed by the National Liberals, among whom are to be found a large number of manufacturers and stockholders. The guilds of Germany suffer constantly because the laws concerning them are ever being changed, and consequently they are continually forced to change their own rules and regulations. As an example, the following instance will suffice: The Leipsic tailors' guild enacted their statutes in 1284 for the first time, and were compelled to change them in 1390, 1540, 1650, 1720, 1773, 1819, 1848, 1860, 1870, 1873, 1878, 1880, and again in 1884. Thus a change occurred six times in five hundred years, and eight times in one hundred years, while during the past fourteen years five changes were forced upon the guilds. In this way, of course, no guild can achieve proper progress and development. Thus it will be seen that, owing to the frequent recent changes concerning the laws regulating the guilds, that scarcely had one law been enforced before a new one was proposed and adopted. A new era, however, seems to be dawning for the guilds, with some signs of its being a prosperous and successful era. Several guilds have recently established unions in different parts of the Empire. The guilds of Leipsic are on the point of uniting themselves, or rather of forming a committee representing all the guilds, for the purpose of endeavoring to secure rights which have been taken away from them and privileges which they sorely need. Many of these guilds have schools (*Fachschulen*), but these are more or less injured because of the compulsory rules of the city council which force the pupils to attend the *Fortbildungs Schulen*, and they are also insufficiently sustained by the guilds themselves. The *Fachschule* of the tailors' guild of Leipsic was beneficent from 1870 to 1882, but it has recently suspended because the teachers refused to obey the rules of the guilds; and as the guilds had no power over the teachers they could do nothing but to stop payment of the guild-money, and thus the school, for want of necessary funds, closed its doors.

The school established some time ago by the decorators' guild was suspended this year, because the city council did not approve of the place where the school was held. It is charged that this disapproval arose only because the city council wanted the pupils to attend the industrial school of the city instead.

The shoemakers' guild has a school which seems to prosper. The plumbers have a union throughout Germany, and a thriving school at Aue in the Erz Mountains. The turners have a union and a new school in Leissing, and also a newspaper. The paper-hangers have a school here, and also a newspaper.

The Polytechnic Society of Leipsic has a Sunday school, with several trade classes, for watchmakers, locksmiths, painters, druggists, and engravers, to which the respective guilds contribute.

These facts combined with the present national movement in favor of restoring the guilds to their former rights and privileges, and especially the spirit and energy displayed by the various trades in agitating the question, are all favorable omens for the guild system in Germany, and a prediction that in less than ten years the organizations will be a great power in the land is justified by current events.

JAMES T. DUBOIS,
Consul.

UNITED STATES CONSULATE,
Leipsic, July 8, 1884.

TRADE GUILDS IN GERMANY.

REPORT BY G. HARRISON SMITH, VICE-CONSUL-GENERAL.

THE GERMAN ARTISANS OF TO-DAY.

The artisan question—as a main part of the whole social question—occupies a great many minds in this country, and constitutes now an almost daily topic of discussion in pamphlets, newspapers, trade-unions, and associations. And as the artisans continue to represent a large, if not the largest, portion of the middle and lower classes in Germany, the present precarious state of their trade, as compared with large manufacturers, has given rise to much uneasiness and discontent.

In many instances where the interests of the great manufacturers and the artisan class have come into collision the struggle assumed the form of one for bare existence on the part of the latter class.

For many years past numerous complaints have been made, and especially in regard to the abolition of a regular and thorough training of apprentices and journeymen in the respective trades, the cessation of a fresh, vigorous spirit of enterprise and cheerfulness to work, increased insubordination and less skill, and in connection therewith many evil habits, such as Sunday work and “blue” Mondays (stoppage of work), a tendency to make strikes, to break contracts, to stroll about, to participate in riots—an entire lack of the feeling of solidarity between employers and employés. The present generation is stated to be able to do work only in a fragmentary, imperfect, and inconsistent manner, without individuality in workmanship.

In attempting to discover the causes of these evils it is but natural that the history of the artisans and their organizations and their development in past centuries be studied and discussed with much diligence, as the same furnishes an abundance of interesting data and a rich store of serious admonitions and wise rules for the traders of our time.

ANCIENT GERMAN GUILDS.

It is familiar to every one acquainted with German literature what wide-spread influence the trade guilds have exerted in every sphere of life from the eleventh century until comparatively modern times. In many cities the authority of masters over apprentices was absolute, co-equal with that of the state, and extended even to corporal punishment.

The Thirty Years' War, that proved so fatal to the interests of Germany, both social, financial, and political, caused also the decline, if not the destruction, of the German trades, which were then so flourishing.

As before this period there had been internal struggles in the various guilds tending to fix and determine more satisfactory relations between the masters, the fellows or journeymen, and apprentices, so from this period we can say with comparative accuracy began the struggle between the single German states and the guilds or trade corporations which tended to curtail and limit the privileges, rights, and functions which usage had granted to the guilds.

I had intended giving a brief historical sketch of the rise, progress, and success of the various guilds in Germany, but as the consul at Leipsic made this the basis of his interesting report I have concluded

to omit this, merely mentioning the names and dates of some of the more important guilds.

Historical documents, still existing, in mentioning the articles of organized guilds approved by city authorities and sovereigns, speak first of the guild of fishermen (year 1106, city of Worms); of clothmakers and furriers (1134, in Quedlinburg); of linen weavers, in Cologne (1149); of tailors, in Hamburg (1152); of shoemakers (1157); of shield and arm makers (1194), in Magdeburg; of dyers (1208); iron smiths, butchers, masons (1248), in Vienna; millers and coopers, in Strasburg (1263). In 1272 the bakers' guild was officially confirmed in Berlin.

The hostile position assumed by many of the German Governments against the guilds was based upon numerous complaints made against them, among others, on the ground that they exerted a retarding influence upon the development of industry and subjected artisans to too great expense by their numerous banquets, processions, and festivities in general. These and many other causes led to the decline and final dissolution of the guilds in many trades.

In many German states the old bodies were directly abolished and their property treated as public funds, while a reformation of the trade unions was entirely left to free association, but making them subject to the common law of "assemblage."

ABOLITION AND MODIFICATION OF GUILDS.

In 1791 the abolition of the guilds took place in those German states where, as in the Rhine province, the Code de Napoléon was in force. In 1862 the abolition was decreed in the grand duchy of Baden and kingdom of Wurtemberg, and in 1868 in Bavaria. In some northern states (Oldenberg, Bremen, Hamburg, Lubeck), it was left to the option of the old trade bodies either to dissolve and to distribute their property, or to exist further as free associations after they underwent a reformation; whereas in Saxony, Brunswick, and in some Saxon Thuringian states the old corporations were retained as associations under the common law with prescribed rights in matters of their trade; matters of reorganizations of similar unions were placed under the supervision of the respective states.

In Prussia, however, especially since 1840, the form of guilds (*innungen*) was chosen with a view to preserve or re-establish remainders of old guilds by providing them with extensive rights of control over their own members and of issuing licenses to traders in the same line, not being members of the guild.

With the establishment of the North German Confederation in 1869, an act was passed regulating trade in general, and upon the establishment of the German Empire, in 1871, these regulations were incorporated in the laws of the empire with amendments.

Under that act all guilds then lawfully existing were warranted their further existence, leaving their articles of association in force, unless they were in conflict with the provisions of that act. The guilds had no longer the right—as they had in former times—to exclude persons not being members of their guild from carrying on a trade.

EXISTING GUILDS.

Sections 81 to 96 of said act give provisions as to guilds already existent. According to section 82 every member of the guild can retire at any time upon the fulfillment of his liabilities and other obligations ex-

isting up to that time to the guild. Section 83 speaks of the exclusion from guilds of persons who have lost their civil rights or who, by order of a court of justice, are restricted in the disposition of their property. Section 84 relates to the admission into guilds under the statutes adopted by the respective guilds. Admission can be refused to no one who has fulfilled the conditions and terms of the statutes. Section 85 provides that the fees for admission shall be the same for all members of the guild. If they exceed M. 15 (= \$3.57), such increased rate must be approved by the authority having supervision. Section 86 says that by a resolution of the guild he who has lost his civil rights, &c. (see section 83), can be excluded. Section 87 provides that upon the death of a member of the guild, his trade can be continued by a substitute for account of the widow or minor heirs surviving; rights and duties, except the right to vote, devolving upon the widow during widowhood, or, as the case may be, upon the minor heirs during infancy. Section 88 provides that the guild shall be represented by its board of directors in courts or elsewhere. Section 89 provides that contracts relating to the purchase, sale, or mortgaging of real property, &c., shall be subject to the approval of the respective local authorities. Section 90 provides that payments out of the revenues of the property of the guild to members shall only be made if expressly provided for by the statute. Section 91 abolishes compulsory exaction, with the help of authorities, of fines or fees due to the guild by its members. Section 92 provides that changes in the statute can only be made in an assembly of the guild, to which all members entitled to vote have been invited, by majority of the members present. By section 93 the same applies in case a dissolution of the guild is to be decided on. Such resolution shall be subject to the approval of the superior authority of administration.

NEW GUILDS.

Section 97 provides that such persons as carry on a trade independently may unite to form a guild for the furtherance of their industrial interests in common.

The object of the new guilds shall be—

(1) Cultivation of a spirit to protect the common interests; the maintenance and strengthening of the feeling of honor among the members of the guilds.

(2) The furtherance of healthful relations between masters and journeymen; maintaining homes and procuring work for journeymen.

(3) Closer regulation of matters relating to apprentices, and provisions for the technical, industrial, and moral education of apprentices.

(4) To decide on disputes and quarrels between members of the guild and their apprentices.

For fuller information I beg to refer to the trade regulating act itself of which I transmit a printed copy, marked Exhibit A. (Sections 81 to 133 treat particularly of guilds, journeymen, and apprentices.)

BERLIN GUILDS.

In Berlin there were, at the end of 1883, 59 guilds, including nearly all trades, in spite of the fact that a large portion of artisans carry on their trade without being connected with any guild.

The guild of shoemakers had then 1,621 members, employing 3,078 journeymen. On the 10th of June last this guild celebrated the six

hundredth anniversary and jubilee of its existence, among other festivals, by a large procession through the streets of Berlin, passing for review before the imperial palace; and were inspected by His Majesty and the imperial family. The procession was arranged according to chronological order, showing the insignia and costumes worn by the shoemakers' guild during each century of its existence.

The next most numerous guild are those of the joiners, numbering 1,323 members; of tailors, with 1,123 members; weavers, 1,056 members, &c.

RULES GOVERNING APPRENTICESHIP.

To illustrate somewhat the conditions and principles of the different trades, I take the tailors' trade, which, in many respects is typical for other trades, especially with respect to the training of apprentices. Before I proceed to refer to some of the more important provisions of the tailors' statute, I wish to report that the German Reichstag, a short time before its close in last month, passed a resolution—cheerfully applauded by the German guilds—that only such masters as are members of guilds shall have the right to keep apprentices. By that measure masters not being members of guilds would be indirectly compelled to become members.

The statute of the tailors' guild at Berlin, of which I transmit a copy, marked Exhibit C, provides, in section 55, that as apprentices only such young persons shall be taken as have the required elementary school education and are neither mentally or physically unable to learn the trade.

The members of the guild who keep apprentices are bound to the guild to observe conscientiously and carefully the provisions of section 126 of the trade regulating act. This section reads as follows:

The master has the duty to instruct the apprentice in the works pertaining to his trade in such order of succession and to such extent as required by the object of training. He has either himself or through a competent representative, expressly appointed for that purpose, to superintend the training of the apprentice. He is not permitted to withhold from the apprentice the opportunity and time necessary for the latter's education, and for attending the church on Sundays and holidays, by employing him for other services. He has to urge the apprentice to diligence in work and morality, and to keep him from dissipation.

Further, the members of the guild are obliged to encourage their apprentices in visiting so-called *Fortbildungs Schulen*, and to grant them the time necessary to punctually appear at the lessons. These are schools established to give apprentices and other young persons, who have only attended primary schools and wish to learn a trade, a fuller education in German style, in commercial arithmetic, and in book-keeping, in French and English, and—as the individual trades to which they are to turn may require it—also in drawing, physics, commercial law, and commercial geography.

TRADE SCHOOLS.

These *Fortbildungs Schulen* (schools for further training) are connected with gymnasia and other high schools, and are superintended by the directors of the latter, under the administration of the city council.

Every such school gives lessons during twenty weeks, both in summer and winter, between 7-9 o'clock in the evenings of Monday, Tuesday, Thursday, and Friday, and from 8-12 o'clock a. m. on Sundays. But

repeated reproaches have been made against these lessons on Sundays in the Prussian House of Representatives.

The pupils are free to choose what branch of study they wish to participate in. The school fee shall be paid in advance every half year, and amounts to as many marks, German currency, as lessons are given him per week.

The city magistrate has the right to allow 10 per centum of the paying pupils to attend the lessons gratis, this benefit being especially applicable to pupils who left primary schools with a testimonial of distinction in their studies.

Since the opening of a special "artisans school," whose function is to give lessons in drawing, mathematics, modeling or molding in clay and wax, ornamental painting, mechanics, &c., there are at present eight *Fortbildungs Schulen* (schools for further training) of a lower grade, and three such schools of a higher grade in Berlin.

The *Fortbildungs Schulen* of the lower grade had 23 courses in German language, with 1,744 pupils; 22 courses of arithmetic, with 1,475 pupils; 22 drawing, 1,806 pupils; 12 courses of book-keeping, 505 pupils; 5 courses of physics, 275 pupils; 7 geometry, with 299 pupils; 3 courses in French, 235 pupils; 2 courses in modeling, with 79 pupils. Total, 97 courses of lectures, with 6,451 pupils; but in that sum the same individuals may be included two or three times.

The *Fortbildungs Schulen* of the higher grade in Berlin have as their main object to instruct in languages, commercial arithmetic, and book-keeping. About 700 pupils attended the lessons last year; and in connection with these schools, at the expense of the Berlin Board of Trade, lectures on commercial law and commercial geography were given to about 120 students.

The expenses for all these schools amounted to about \$38,000, and the receipts to \$2,280 only for the fiscal year ending March 31, 1884.

For fuller information as to the principles governing the administration of the "schools for further training," I beg to refer to the inclosed exhibit, marked D, and in reference to the programme of the "artisans' school" to Exhibit E.

In addition to these schools, the tailors, for instance, have four tailors' schools, in which apprentices and journeymen are instructed in drawing and cutting twice a week, on Tuesday and Friday evening.

As the last, but not the least, school must be mentioned the so-called

BERLIN TAILORS' ACADEMY.

In a pamphlet recently published, of which I beg to transmit a copy, marked Exhibit F, its object is stated to be a thorough, solid, theoretical, and practical training of its pupils, both males and females, to become able cutters and makers of clothes, both for gentlemen and ladies.

The instruction given extends to the following disciplines, viz :

- (1) Anatomy of the human body.
- (2) Mathematics.
- (3) Theory of cutting clothes and linen for ladies and gentlemen; also, lessons in compounding new forms of clothes.
- (4) Lessons in models: (a) for clothes of gentlemen; (b) for clothes of ladies; (c) for linen under-clothing; (d) for wardrobe of boys and girls.
- (5) Tailors' technics.
- (6) Drawing (anatomy, proportions, perspectives, models, fashion from patterns, nature, and of original composition).

- (7) Æsthetics, especially harmony of colors combined with practical exercises.
- (8) History of costumes connected with practical exercises.
- (9) Knowledge of goods and wares.
- (10) Commercial sciences (book-keeping, law of bills of exchange, commercial arithmetic, exercise of style, correspondence, German).
- (11) French and English languages.
- (12) Lectures on scientific subjects of general interest to tailors.

Whoever desires to attend this academy must be fifteen years of age at least. When leaving the academy the pupil receives a testimonial relative to the diligence exhibited and the knowledge acquired. The fees for attending the academy vary, and are regulated by the kind of lessons taken; thus, a course in cutting, lasting two months, five to six hours a day, costs M. 120 (= \$28.5).

From January, 1877, up to the end of December, 1883, 3,415 scholars attended the lectures and exercises of the academy; 1,237 persons were from Berlin; 2,178 from other parts of Germany and other countries. In the year 1883 681 persons took lessons, among which there were mostly Germans, 25 Russians, 21 Austrians, 6 Swedes, 6 from Switzerland; then follow Denmark, Belgium, England, and the United States of America, with 4 students each, &c.

As noticeable, the fact is reported that the number of students from the better and higher social classes is increasing.

LEGISLATING FOR THE ELEVATION OF LABOR.

Private and official circles in Germany combine to do their best to raise the condition, education, and well being of the so-called productive classes, and to enable artisans to successfully compete with foreign workmanship. The good results of all those efforts become every day more visible. A walk through the streets of Berlin persuade one that the visible strides made by German artisans in recent years in the technical execution of their trade can only be due to the influence of their superior system of technical education. In many articles in which Paris formerly excelled, Germany has taken the leadership; as, for example, in furniture, ready made ladies' goods, &c. Though laborers are in demand, prices may not always be satisfactory.

It seems to be the honest and earnest desire of the German Government now to promote the interest of the laboring classes by much needed reforms and extensive legislation. Prince Bismarck, in a recent sitting of the last German Reichstag, declared it the object of Government to procure work for the healthy laborers, and provide pension for old and invalid laborers. He seems, above all, to have thought of removing some of the many causes of bitterness and ill-feeling between employers and employés, such as want and scarcity of work, and deficiency and deprivation in cases of disease and old age. In the report on labor recently sent from this office, reference was made to the "act to insure laborers in cases of accidents," which occupied the Reichstag the greater portion of its recent session, and which has now become a law. The Government has determined that the safest and surest means for doing away with socialistic troubles, pauperism, strikes, and similar evils, consequent upon distress among laborers, is to institute reforms tending to alleviate the same.

G. HARRISON SMITH,
Vice-Consul General.

UNITED STATES CONSULATE-GENERAL,
Berlin, July 26, 1884.

TRADE GUILDS IN GERMANY.

REPORT BY CONSUL SCHOENLE, OF BARMEN.

ANCIENT AND MODERN TRADE GUILDS.

In compliance with the circular issued by the Department of State May 18, 1884, concerning the "trade guilds," I beg leave to embody the data collected on this subject in the following succinct report:

The trade guilds of the present day are quite different in their system and scope from those powerful trade fraternities which were the subsidiary and to some extent the controlling factors of the trade and commerce in the Middle Ages. In those days the guilds exercised a dominant political influence upon the state and municipal governments, and attempted to give their institutions a permanent and even hereditary standing. Now the trade guilds are restricted to their respective trades and their mutual relations.

LAWS GOVERNING TRADE GUILDS.

Since the year 1845 trades guilds have existed in Prussia only as free associations for the common improvement and advancement of the various trades, and by the trade statute of 1869, now in force throughout the whole German Empire, the rights and privileges by which they were formerly empowered and authorized to exclude such trades as were not incorporated in the guild federation from carrying on their business have been taken away. At present the carrying on of any business, with a few exceptions, as, for instance, the establishment of an apothecary's shop and the profession of midwives, is free and independent from the guilds in all the German states. There is, however, no denying the fact that the present drift of the times in Germany is in the direction of the multiplication and solidification of trade guilds. The Government is apparently encouraging this movement, and trade guilds begin to develop great activity in their spheres and already play an important part in trade circles.

Prominent among these trade guilds in Germany are the following: The trade guild federation of the German tailors, shoemakers, saddlers, harness and trunk makers, blacksmiths, glaziers, chimney sweeps, barbers, hair-dressers, periwig-makers, cabinet-makers, masons, and dyers. To be sure, the chief aim of these trade guilds is still the securing for the rising generation of artisans a scientific and practical training in the technicalities of the business for which they are intended.

Technical instruction is the motto of the present time, and in many instances trades are extensively taught in training schools, science of the business being imparted along with the methods of skill and handicraft.

TRADE SCHOOLS.

As to the particular information desired in the first interrogatory of the Department circular, I beg to state that there are no separate schools in this district where the boys can learn the tailor's trade thoroughly. If the tailor's apprentices desire to acquire a sort of scientific

instruction in their trade, they are compelled to attend the local trade schools, which they are in the habit of doing, on Sundays, and on week-days in the evening.

In these schools apprentices are instructed principally in drawing, designing patterns and models, and in other subsidiary methods, and senior guild masters teach these boys occasionally in cutting and fitting suits, and taking measures. The attendance of these trade schools, on the part of the tailor's apprentices, is, however, not obligatory in the Rhenish province. Contrary to the established rules in the last province, apprentices of the tailors and other trade guilds are obliged to attend trade schools in the province of Westphalia and the other Prussian provinces, and those apprentices that play truant can be compelled by the police authorities to attend these institutions in the evening and on Sunday.

TAILORS' ACADEMIES.

In Germany there are but two technical institutions where pupils of both sexes can learn the tailor's trade scientifically and practically, and where the cutters generally receive their instruction, namely, at the tailors' academies in Berlin and Dresden.

The instruction in these academies embraces mathematics, commercial arithmetic and book-keeping, the elements of anatomy as a foundation for the construction of patterns and models, the theory of gentlemen's and ladies' costumes, æsthetics and harmony of colors, and principally drawing for the purpose of acquiring the facility of sketching ready-made patterns and of designing new ones.

During the six months ending June 30, 1884, the tailors' academy at Berlin was attended by 336 pupils. Of this number 96 devoted themselves to the cutting and making of gentlemen's clothing, 205 to ladies' dresses, and 35 to the making of linen clothing and underwear.

The attendance of the tailors' academy in Dresden in the year 1883 reached the number of 355 pupils of both sexes. Of these the majority were men who devoted themselves to learning how to cut men's clothing, 92 pupils of both sexes received instruction in cutting ladies' and children's dresses, and 24 in cutting underclothing, and 98 pupils embraced the opportunity of learning commercial arithmetic and book-keeping.

TAILORS' TRADE GUILDS.

Concerning the second interrogatory it is to be premised that up to this time there do not exist any regularly established and lawfully authorized tailors' guilds in the province of Rhenish Prussia. Initiative steps have, however, been recently taken to inaugurate similar associations as are in vogue in Westphalia and other German provinces. Only skilled and approved master-tailors who have passed through a regular apprenticeship and journeymanship can be admitted into an incorporated tailors' guild.

The laws and rules for the government of the tailors' guilds as well as of the guilds of other trades have in view in the first place the mutual protection of the members of the fraternity and the improvement of the respective trades, inasmuch as any innovations and inventions in the different trades are minutely examined in the councils of the guilds, and if approved are adopted and utilized. Secondly, these guilds look to a methodical training of the apprentices and to a gradual perfection of the journeymen. These trade guilds enjoy corporative rights and

are jointly liable in property, character, &c., as soon as their statutes are approved and sanctioned by the Imperial Government.

At the head of these guilds are generally three so-called senior masters, and one of these acts as president of the federation.

There are frequently funds for the aid of the sick and invalid members connected with these trade fraternities. Any differences and discrepancies between guild masters and guild journeymen and apprentices and any disputes and controversies between guilds and outside parties are adjudicated by courts of equity and arbitration.

These tribunals which adjudge only matters of trade are composed of prominent and intelligent manufacturers and tradesmen, and experts are called upon whenever the nature of the matter in question renders it advisable or necessary to do so.

BRAID AND LACE MAKERS' AND DYERS' GUILDS.

The braid and lace makers and the dyers in this consular district are particularly united in strong guild associations, and their apprentices are likewise instructed in the trade schools on Sundays, and in the evening hours in sketching and designing patterns and models, and the apprentices of the dyers in addition receive instruction in the elements of chemistry and harmony and composition of colors.

LAWS AND RULES GOVERNING APPRENTICESHIPS.

In answering the third interrogatory it may be stated as an introductory to the subject-matter itself that the statutes of the tailor guilds impose upon masters to employ only such journeymen as have learned their trade with a master tailor belonging to a tailors' guild and who have completed the prescribed journeyman's task.

Referring to the apprentices, masters are not permitted in accordance with the regulations of the guild to engage apprentices who have run away from a guild master or who have been discharged from their apprenticeship for bad conduct.

In case apprentices try to break loose from the agreed contract—the term of a tailor's apprentice embraces generally four years—it is left to the discretion of the masters to appeal to the police authorities for its enforcement. In addition, so-called senior masters exercise a kind of supervision over the apprentices, keeping constantly an eye on those incipient artisans, occasionally visiting them and informing themselves about the progress in their trade and seeing to it that they are not maltreated, and in case of any improprieties or shortcomings they try to apply the proper remedies.

Thus it will be seen that in Germany great stress is laid upon a systematic training of the apprentices for their respective trades and upon the proficiency of the journeymen, and it would redound to the benefit and improvement of the trades of the United States if this German method of acquiring a systematic instruction in the elements of the various trades in well-established trade schools would be adopted to some extent, so far as it can be adapted to our institutions, thus securing to artisans of both sexes a thorough professional training.

WOLFGANG SCHOENLE,

Consul.

UNITED STATES CONSULATE,
Barmen, October 22, 1884.

TRADE GUILDS IN AIX-LA-CHAPELLE.

REPORT BY CONSUL LINCOLN.

I have the honor to state, in reply to your circular of May 18, that no "trade guilds" of any sort whatever exist in this district.

GEO. F. LINCOLN,
Consul.

UNITED STATES CONSULATE,
Aix-la-Chapelle, September 8, 1884.

TRADE GUILDS IN BAVARIA.

REPORT BY CONSUL HARPER, OF MUNICH.

TRADE AND GUILD LEGISLATION.

The old guilds of Bavaria were abolished by the trade law of 1868, and since that time there exist only professional corporations which were inaugurated in 1848, and founded on the basis of the trades-union law. In the larger cities there are also special trade guilds. The former are distinguishable from the latter in that not only mechanics but also other professions are admitted. In these unions the mechanics' interests are not specially represented.

After the introduction of the imperial trade regulations in 1872 there were material objections raised in Bavaria, as well as in other parts of Germany, against the unlimited liberty of trade, and the first trade congress took place in 1874, at Quedlinburg, and ever since then they have been held annually. In the first of these congresses there were objections raised to the abuses of the existing system of journeymen and apprentices, and it was found that there was a general desire for an entire reform in the German trade regulations, and for the introduction of such guilds as were suited to the present wants. The latter view was particularly pressed by the chamber of trade at Hamburg, who published a memorandum in 1878, a copy of which is sent herewith.

The effect of this agitation was that there appeared on the 18th of July, 1881, a general guild law, which, however, did not meet the approbation of the tradesmen. This law imposed on the guilds a number of duties, but granted them few privileges, so that for most of the tradesmen the formation of such guilds, as well as the entrance into the same, was not considered at all desirable.

Experience has also shown that the better and more intelligent class of tradesmen hold aloof from them, while the less intelligent, who suffer most from competition with the large manufacturers, enter them, but are financially too weak to carry out the intent of the guilds, hence there are demands now for obligatory guilds, which are not intended to introduce again the arbitrary guilds of the Middle Ages, as its opponents are endeavoring to represent, but it is simply proposed to morally coerce the mechanics into these unions and to make such laws as will enable them better to accomplish their object.

The conservative portion of the Imperial Diet repeatedly endeavored to change the trade-union law in order to induce an increased member-

ship. The proposition of Ackerman, a member of the Diet, had been repeatedly rejected but was finally adopted. This proposition provided that non-members of the guilds should not be permitted to employ apprentices unless by special permission of the guild executive officers. The tradesmen appear to be dissatisfied with this rule, and desire the revocation of the discretionary power of the Government officials.

In Bavaria the tradesmen in general did not avail themselves of the guild law of 1881. The state department thought well of the guilds and expressed itself accordingly in the official organ, mentioning, however, at the same time, that it did not intend to enforce the formation of guilds by the interposition of state authority.

BAVARIAN MECHANICS' UNION.

The Bavarian trade association did not show any desire to take the initiative in the matter, and in consequence the general association decided to create a special union of Bavarian mechanics in order to introduce the guild movement. The organization of this association of mechanics made rapid progress; the by-laws were approved and the association regards it as one of their most important duties to form guilds in every place where they do not exist.

Since the organization of this association two congresses have been held, one on October 8, 1883, and the other in August, 1884. A report of the first is sent herewith, but the report of the second is not yet published.

BAVARIAN GUILDS.

There at present exist in Bavaria the following guilds: Twenty-six in Oberbayern; twelve in Niederbayern; six in Oberpfalz; four in Mittelfranken; four in Unterfranken; seven in Schwaben. There are also some twenty-five, and perhaps more, new guilds about to be organized in various other districts.

In order to facilitate the formation of guilds the trade association in Munich have drawn up statutes for arbitration, of which a copy is sent herewith. These statutes have been recommended by the Bavarian state department.

In response to inquiries sent to the employers in all the different trades I have received the following replies:

Jewelers.—There are no training schools in this trade. In the public schools, which must, by law, be attended until the age of sixteen, drawing is taught, but only with moderate success. The duration of apprenticeship is usually four years without premium. If satisfactory he receives in the second or third year from one to two marks per week. There is a guild for master jewelers.

Tailors.—There are no schools for teaching the trade. The apprenticeship is not less than three years, when he has to show specimens of his work, which, proving satisfactory, he is declared free. There are two guilds for master tailors.

Gas-fitters.—There are no special schools in this trade. The workmen are recruited from various trades, such as masons, locksmiths, tinsmiths, and carpenters, and these acquire the necessary knowledge by practice. In large establishments there exist workmen's illness and support funds and saving banks. There are no guilds.

Furriers.—There are no training schools. Apprenticeship lasts three years. In the third year he is paid very small wages. There are no guilds.

Saddle and harness-makers and cartwrights.—There is a training school for carriage-makers, where the pupils are taught mechanical drawing and calculation, after the French plan, and this school is of great benefit to the trade. Saddle-makers have no special school, but attend the one above mentioned. Apprentices serve for three or four years, and then receive a character when they are free. They pay generally 100 marks premium. There is no masters' guild, but the workmen have an association for mutual assistance.

Glass-makers.—There is a school for teaching painting on glass and porcelain, but it is seldom attended. Most of the painters and gilders come from Bohemia, where first-class schools exist. There are no schools for the other branches. For the past hundred years it has been the custom for the father to teach the trade to his son until he attains proficiency, when he is free. There are no guilds.

Machinists.—There are no training schools. Apprenticeship commences after sixteen years of age, and usually lasts for four years. There are no guilds.

Gardeners.—There is a gardeners' training school, but the education is more theoretical than practical. Apprenticeship generally lasts from two to three years. There are guilds for both masters and workmen.

Slaters.—There are no schools for this trade. It is not customary to take apprentices here, as the workmen come from Prussia and Saxony. There are no guilds.

Plasterers.—There are no trade schools. Apprenticeship lasts four years, and a premium of 800 marks is usually required. He is furnished with board and lodging, but has to buy his own clothes. There are no guilds.

Confectioners.—There is a school for teaching drawing and modeling. The branch union accepts apprentices, and they are placed under some chief for instruction. There are successful guilds, which have yearly exhibitions, and there is a mutual assistance union.

Brick-makers.—There are no trade schools. It is not customary to take apprentices. There is a union among the masters to regulate prices and production. The workmen's union is only for mutual assistance.

Potters.—There is a school at Landshut, Bavaria, for drawing and modeling. There is also a similar free school at Munich. Apprenticeship lasts four years where no premium is paid, and board and lodging are furnished. There is a potters' guild.

Drivers (cab and carriage).—No preparatory training is required. There is a masters' guild which regulates tariff of prices, inspection, stands, and railroad service. There is also a drivers' guild for mutual assistance.

Printers.—There are no trade schools. Apprentices are taken with consent of parents, and the conditions are settled by mutual agreement. There are unions for mutual assistance, to which both masters and workmen contribute.

Dyers.—There are no trade schools, but lectures on chemistry are given. Apprenticeship, by mutual agreement, lasts from two to four years. There is a guild for Northern Germany, but none here.

Butchers.—There are no schools at present, but it is proposed to establish an association for the purpose of giving lectures by veterinary professors. Apprenticeship lasts from two to three years. There is a guild for master butchers but none for the workmen.

Painters.—There are no training schools. Apprentices are taken

under an agreement with the parents. There are several mutual aid societies to which masters and workmen contribute, but no guilds.

Book-binders.—There are no trade schools. Apprenticeship usually lasts three years. There is a binders' guild.

Coopers.—There are no preparatory schools. There was one some ten years since, but it was not successful. Apprenticeship lasts three years. There is no guild for the masters, but there is one for the workmen, which is much approved of by the masters.

Porcelain manufacturers.—Modeling and painting are taught at the Royal Academy and the Royal Art Trade School. Five years' apprenticeship is required. After a time finished work, when well done, is paid half price of the customary wages.

Hatters.—There are no schools where boys can learn the trade. There are no special rules for apprenticeship. They generally serve for four years, during which time they are furnished with full board and lodging. There is no guild in Munich, but there is one for masters in Berlin, which publishes a trade journal. There is a central union for workmen at Altenburg-on-the-Saale.

Blacksmiths.—There is a civil and military forge where smiths are trained. There is also a smiths' journal published here. The apprenticeship lasts from two and a half to three years, when, if his work is satisfactory, he is declared an assistant. There is no guild connected with this trade.

Brewers.—There is a State establishment, the only one in Germany, where a brewers' course is given. There are also private brewers' schools in Munich, Augsburg, Worms, and Berlin. There are the German brewers' union, at Frankfort-on-the-Maine; the Württemberg union, at Stuttgart; the Baden union at Carlsruhe, and a union at Munich.

JOSEPH W. HARPER,
Consul.

UNITED STATES CONSULATE,
Munich, December 6, 1884.

TRADE GUILDS IN CREFELD.

REPORT BY VICE-CONSUL SCHNEIDER.

The guilds, freie innungen, existing of the tailor and other trades are of very recent date, and, as at present constituted, consist of a union of masters and employers of a certain trade, who combine and make rules for the benefit of their special trade; the rules have to be submitted to and sanctioned by the Government.

It is quite a voluntary affair, and no master of any trade can be forced to enter such a guild; in fact, there are a great many masters and employers who are adverse to the system, and who, consequently, do not belong to a guild.

One of the principal aims of the guilds is to regulate the laws concerning apprentices, assistants, journeymen, and masters, and on the 25th of June, 1884, a law was passed by the Imperial Parliament, which may be considered as a first step in that direction.

According to this law, employers who do not belong to a guild, though they are in possession of the faculties which would enable them to become members, shall not be allowed, from a certain date to be fixed hereafter, to take apprentices.

The guilds prescribe that the apprentices have to undergo certain examinations at the end of their terms of apprenticeship, after three or four years, and again after a certain time, which varies according to the trade, before they are-proclaimed masters.

Another organization of trades people should be mentioned, the General German Trade Union, *Allgemeiner Deutscher Handwerker Bund*. It has meetings several times in the year, to which members of the various guilds of Germany are delegated. The last meeting was at Frankfort-on-the-Main, on the 22d of July, and the following resolution was passed :

The General German Trade Union repeats the request that the Imperial Government should at last take measures for the preservation and furtherance of the middle trading classes, and the trade union considers the only remedy to consist in the limitation of absolute liberty of trade and the introduction of obligatory guilds.

The German Government, though very willing to assist and favoring the constitution of voluntary guilds, does not intend, it seems, to bring in a bill to make guilds obligatory at present.

The views and opinions of the artisans themselves are very much divided on this question, and, though the resolution cited above was passed with a great majority by the General German Trade Union, it must be borne in mind that this association is far from representing the bulk of artisans.

The whole question of guilds and other matters concerning artisans is in a state of transition, and I must, therefore, confine myself for the present to these general remarks.

R. SCHNEIDER,
Vice and Deputy Consul.

UNITED STATES CONSULATE,
Crefeld, July 25, 1884.

TRADE GUILDS IN THE CONSULAR DISTRICT OF MAYENCE.

REPORT BY CONSUL SMITH.

I have the honor to make the following report in compliance with the instructions contained in your trade guild circular of the 18th May last:

TRADE SCHOOLS AND APPRENTICESHIPS.

There are no schools in my district where boys are taught tailoring. To learn the trade they must apprentice themselves to master tailors. In Dresden and Berlin the attempt has been made to establish such schools, I believe; but no great success has yet been met with.

The period of apprenticeship is usually from three to three and a half years, which is made shorter when the master is paid something for taking an apprentice, but this very seldom occurs. As those who are put out to learn this occupation are mostly very poor and orphan children. The parents and guardians usually have to provide whatever clothes are required, and have to have whatever washing is necessary done.

Tailors and shoemakers, I am informed, stand as a rule very low in the social scale, and are regarded with much contempt, because they come thus frequently from poverty-stricken portions of the community,

and because their avocation is of such a character that they become oftentimes sickly-looking and deformed in person. A great deal of wit is consequently got off at the expense of the *schneiders* and *schusters*.

THE TAILORS' GUILD OF WEISBADEN.

There are guilds among the masters whose object is to raise the standard of the trade, but the great body of the tailors seem to keep aloof from them. In Weisbaden, for instance, where there are a great many tailors, the union, which was formerly a much larger one, consists to day of only half a dozen or so members, merchant tailors. In Mayence there is no trades union among the tailors.

The rules of the Weisbaden association are about as follows:

The object of the union is to bring about a common co-operation for the advancement of the general interests and elevation of the standard of the trade. Every proprietor of a tailoring establishment can become a member of the union, but no person working in behalf of another is eligible to membership. The officers of the union are a presiding officer, with a substitute, a secretary, with a substitute, a treasurer and two associates, who together form a general committee. They are elected by the members of the union, by ballot, and their term of office is one year. Upon becoming a member of the union each man pays 23.80 cents and thereafter 10 cents per month. Membership is lost by failing to pay dues for four months, and by written notice made three months previously, also by refusing to comply with resolutions of the union.

Once a year there is a general meeting of the union, and the regular meetings take place twice a month. All propositions amending or enlarging the constitution and by-laws of the Union must be presented in writing to the general committee and by them laid before the members. A general meeting is then called, at which one-half of the entire membership of the union must appear, and the question considered. If three-fourths of those on hand agree to the same it becomes a part of the rules of the association otherwise not.

The only other point of importance is this, that the members of the association, by a forfeit of \$35, have bound themselves not to employ any workman who has persuaded another workman to neglect his duty or who has wilfully injured his employer, until satisfaction shall be given; to give every workman who properly quits their service a certificate, and not to engage any workman who does not possess such a certificate. To settle any controversy which may arise under the operation of this rule, a commission of three persons is chosen, whose duty it is to examine into and decide every case reported. And every member of the union signs a check for \$35, which becomes the property of the association the very moment it is declared by the commission that he has transgressed the rule. If a journeyman work indirectly for a member of the union the said commission upon learning of the fact are to apprise the party affected of it, and to demand the immediate cessation of the employment, which if not complied with will subject the offender to the penalty mentioned.

Whenever a partial strike takes place the commission are to investigate the cause of it, and if it be established that the employes are in the right their fellow-members in the union are to afford them their full support, and seek to make the strike pass off harmless to them. Whenever a general strike occurs the members of the union are to come together in a general meeting and agree upon a plan of action. All commission decisions are to be final.

LAW GOVERNING APPRENTICESHIP.

The following are the provisions of law of the Imperial Government concerning apprentices, namely:

The master is obliged to have the apprentice well instructed in all that pertains to the branch of industry upon which he has entered, which instruction the principal must himself impart or have rendered by a competent person. He must teach the apprentice to be industrious and moral, and must grant him ample time for self-culture and for attendance upon Divine worship.

During the period of the apprenticeship the apprentice is presumed to be subject to his master as to his parent, and is to show him all due respect and obedience.

Previous to entering upon the relation permanently it can be agreed between the parties interested that the apprenticeship is so entered upon on trial for a certain period, which the law does not permit to extend beyond three months; and if no fixed period is designated, it can be dissolved at any time within the first four weeks after its commencement. The apprenticeship can, however, be terminated at any time during its continuance by the master, when the apprentice is proved to be guilty of theft or of a loose course of life; when he leaves his work without permission, or refuses to conform to just requirements of the master; when he is guilty of gross misconduct towards his superiors and the members of their families; when the apprentice wilfully injures the materials or possessions of his master, or of his fellow laborers and lastly, when he becomes incapable of carrying forward the apprenticeship, or becomes infected with some frightful malady. On the part of the apprentice it can be dissolved at any time when he becomes absolutely unfit to continue it, when the employer or work superintendent or members of their families maltreat him in any manner contrary to law and good morals; when the employer does not compensate the apprentice as agreed upon, or in any way improperly takes advantage of him; and when a continuance of the apprenticeship, by reason of the character of the work to be performed, endangers the life or health of the apprentice, if at the time the apprenticeship was agreed to the perilous character of the employment was not known.

When the apprenticeship has been duly served the master must give the apprentice a certificate setting forth the kind of work he has been engaged upon, the period the apprenticeship has run, and the degree of proficiency the apprentice has attained unto, which paper is to be stamped by the communal authorities of the place.

If the apprentice at any time quits the service of his master without permission, the latter can only compel his return when a written contract exists, in which case the police will force him back and make him remain with his master, or fine him \$12, or imprison him for five days; but the master must apply for this assistance within a week after the apprentice runs away from him. If the efforts of the police fail to keep the apprentice with his master, then the latter has the right to sue at law for damages from the proper parties.

If the apprenticeship comes to an end at any time before the expiration of the period agreed upon, a claim for damages by reason of non-performance of contract can be made by either master or apprentice against the other, but cannot be recognized at law unless a written agreement exists, but the claim must be brought forward within four weeks from the day on which the relation closed.

Whenever the apprentice unceremoniously leaves his master without permission, if no amount of damages for the act be provided for in the

written contract, the master shall be entitled, for every day of the unexpired part of the apprenticeship (not, however, in any case to exceed six months), to a sum equal to one-half of the amount customarily paid to workmen in the branch of industry in which the master is engaged. The parents or guardians of the apprentice, as well as any employer who has persuaded him to quit his master, knowing that he had not fulfilled his apprenticeship, are liable for the amount prescribed.

For nine months after the dissolution of an apprenticeship is the apprentice not to be employed by any person interested in the same line of business as his former master, without the latter's consent. These provisions affect the whole Empire, and apply to all the trades.

Apprenticeships usually endure from three to four years. As a rule the apprentice gets no compensation but oftentimes has to pay for the instruction he receives, in which case the period of service is generally shortened. Board and lodging are frequently given an apprentice, but when it is done his apprenticeship is lengthened.

RELATIONS BETWEEN MASTERS AND APPRENTICES.

Many employers are unwilling to take apprentices, and it is also claimed that boys prefer to go into factories, where they at once begin to earn something, rather than learn trades, at which they will work for three or four years without obtaining any compensation. The relations, too, it is said, between masters and apprentices are much laxer than they used to be, and that apprentices are not now held in the subjection in which they once were. The bond can be more easily broken than formerly.

SCHOOL OF INSTRUCTION.

There are no schools for the purpose of imparting trade instructions to boys in my district. All over Germany there are what are termed *fortbildungs-schools*, that is, schools for improvement, but they only afford common school instructions to youths who are engaged at industrial occupations, and who do not have the time to attend the regular schools. Writing, arithmetic, geography, drawing, &c., are the things that are taught.

In my district there are schools for the purpose of teaching to young women hand-sewing, machine-sewing, dress-making, embroidering, millinery, ironing, frame making, &c., which are attended even by young ladies of good families. There is such a school at Wiesbaden. In it during the forenoons instruction is given in hand-sewing, machine-sewing, dress-making, and embroidering. The amount of instruction is twenty-four hours per week in each branch, and for being instructed a pupil pays from \$6 to \$7 per quarter for each branch studied. To frame making four hours per week, during the afternoons, is devoted, at \$4.25 per quarter; to ironing three hours per week at \$3.50 per quarter, and so on. There is also a boarding school connected with the establishment, whose rates are reasonable. The institution is well patronized.

TRADE UNIONS.

There are very few trade unions in my district, and these few are composed mostly of masters and not of journeymen. The shoemakers seem to be the best organized. There is an association among them in Wiesbaden, and also one here. The constitution of the one at Wiesbaden reads, in substance, as follows:

The object of the union is to further the common interests of the trade, but it holds also prominently in view the industrial instruction

and moral education of apprentices, the maintenance of good relations between the masters and journeymen, and the cultivation of a friendly spirit between the master shoemakers on the one side and the public and all persons with whom they have business transactions on the other.

Only master-shoemakers in Wiesbaden are eligible to membership who have passed a regular apprenticeship of three years duration and are approved workmen, and who have not been convicted of unlawful practices of any kind. The admission fee is 23.80 cents (1 mark).

The officers of the association are a presiding master, with a substitute, a treasurer, a secretary, and three deputies. These form a general committee, and are elected annually, by ballot, by a majority of the voters present; and when there are several candidates, no one of whom receives a majority of all the votes cast, the one receiving the lowest number of votes at each ballot is dropped until a choice is made. If a tie occurs the election is determined by lot. The election can also take place *viva voce*, if no one objects thereto. The officers conduct the affairs of the association, and are responsible to the members of the same for the due administration of their respective duties.

Meetings of the union are called by the presiding master, verbally, through messengers, who have to inform the parties interested of the same, or in their absence from home, their wives or adult members of their families or dwellers in the same house. He is also obliged to call a meeting whenever the general committee, or a fourth of the members of the union, request him to do so, and if he declines to do so the magistrate of Wiesbaden can perform the act at the cost of the union.

For all resolutions an absolute majority of the persons present at any meeting must vote before they can be regarded as adopted, and in case of a tie, the presiding officer gives the casting vote. When at any meeting the presiding master and his substitute are both absent, the oldest member present, according to age, presides.

The members of the union are obliged to inform it of the employment of all apprentices as soon as they enter upon work, and of the conditions under which the apprenticeship was made, and to give notice of the termination of every apprenticeship; and no member can take an apprentice for a period of less than three years, but if the apprentice has served a certain length of time elsewhere, it can be taken into consideration. At the close of an apprenticeship, the union causes an examination of the apprentice to be made and a certificate to be issued, setting forth the degree of proficiency he has acquired at his trade, the quantity of time he has spent at school, and, if the apprentice has especially distinguished himself, he can be awarded a premium.

Controversies between members of the union and the parents or guardians of apprentices, or the apprentices themselves, are to be adjusted whenever possible by the presiding master of the union.

Apprentices who do not become properly declared by the union to have learned their trade, are not to be accepted by any body as journeymen.

The employment of journeymen is left in perfect freedom, but no member of the union is to employ any man who has unlawfully broken his contract with another member of the union.

Any violation of these rules of the union concerning apprentices and journeymen is to be punished by a fine not to exceed \$3.50.

JAMES HENRY SMITH,
Commercial Agent.

UNITED STATES COMMERCIAL AGENCY,
Mayence, August 13, 1884.

TRADE GUILDS IN THE CONSULAR DISTRICT OF SONNEBERG.

REPORT BY CONSUL MOSHER.

ABOLITION OF GUILDS.

Trade guilds, in the meaning of the term as it is used in the circular calling for a report thereon, do not now exist in this district. They were abolished about twenty-five years ago, for the alleged reason that they exercised a dangerous control over the condition of the several industries which they represented. Their right to exist is, however, strongly advocated in many quarters, and an important step towards granting that right was lately taken in the German parliament.

TRADE APPRENTICESHIP.

As a rule, admission to all the trades in this vicinity is through a system of apprenticeship, the learner serving with a master from one to four years, the average time being three years. Only the art trades, such as goldsmiths', modelers', and ornamental painting require four years. The following summary will illustrate the application of the system:

Dressmakers' and milliners' apprentices are required to give one year's time, and to pay an indenture of 75 cents * a month, boarding themselves meanwhile.

Carpenters' apprentices, who give three years' time, receive 23½ cents a day during apprenticeship, and board themselves.

Bookbinders' apprentices (three years) pay \$23.80 indenture (*Chrgeld*), and are boarded. †

Blacksmiths' and carriage-makers' apprentices (three years) often pay an indenture of \$23.80, and in other cases they give the master a year's work without indenture, after learning the trade. In either case they are boarded.

Shoemakers' apprentices (three years) are boarded, and pay \$11.90 indenture.

Bakers' apprentices (three years) are also boarded, and pay from \$17.85 to \$35.70 indenture.

Printers pay no indenture, but give from three to four years' time, and are boarded.

Brewers' apprentices give two years' time and \$47.60 indenture, or three years and no indenture, being boarded in either case.

Locksmiths' apprentices serve three years, and pay \$28.16, without board.

Modelers' apprentices (four years) work the first two years without pay, but the third and fourth years they receive from \$1.43 to \$2.38 a week, boarding themselves in both cases.

Jewelers' apprentices (four years) pay \$47.60 indenture, and board themselves.

Painters' apprentices give three years' time and \$35.70 indenture, with the privilege of working out the indenture at 47 cents a week and board after learning the trade.

* When cutting and fitting are included the indenture is \$21.42.

† Board, when not otherwise specified, includes food and a sleeping room, the apprentice being obliged to provide his own bed and to clothe himself.

Tailors' apprentices give three years' time and pay \$11.90 indenture, or four years and no indenture, according to their preference, and are boarded in each case.

Barbers' apprentices (three years) are boarded and pay \$23.80 indenture.

In all the other trades in this district the time of service is three years, with board, and an average indenture of \$23.80.

RELATIONS BETWEEN APPRENTICES AND MASTERS.

It is very rarely that apprentices receive anything like the comforts or privileges of a home in the family of a master. A cheerless room, simple fare, and from eleven to twelve hours' daily work are the conditions. No provision is made for any instruction outside of the mere technicalities of the trade. It depends almost entirely upon the apprentice himself whether he makes a good or bad use of the short evenings and few holidays that are left to him. It is for the best interest of the master to keep his workman diligently employed, but the general complaint is that the learner must depend upon this self-interest of his employer for anything like adequate instruction.

INDUSTRIAL SCHOOLS.

The schools in which trades are learned in this district are few, and are only such as are adopted to the local industries. Thus, Sonneberg has an industrial school in which drawing and modeling are taught, with special reference to the doll and toy trade. In Scholkau is a similar school with wood-carving as its speciality, and in Lichte is another in which special attention is given to painting on porcelain. Lauscha has a school in which the glass-blower's trade is learned, but it is not encouragingly patronized, the trade being generally learned by apprenticeship as above and by being handed down from generation to generation in the same family.

These schools have been in existence about three years, excepting the one in Sonneberg, which was opened October 1, 1883. In each school there has been an average yearly attendance of about twenty pupils, the similarity in number being due, probably, to the similarity of population and other conditions which prevail in the towns where the schools are located.

The rules which govern these schools are in the main quite similar, and may be understood by referring to the prospectus of the school in Sonneberg, which is as follows :

(1) Attendance is permitted to all, regardless of age, but subject to the approval of the committee on admissions. Terms begin January 1, Easter, July 1, and Michaelmas day. Proved disqualification is a cause of discharge at the discretion of the director and the governing committee.

(2) The school hours are from 7 to 12 (winter 8 to 12) a. m., and from 1.30 to 7 p. m. The hours shall be so divided as to give special instruction (a) to regular pupils, (b) to those taking an elective course, and (c) to those preparing themselves to be manufacturers and merchants.

(3) Vacations are from Christmas to New Year's, from Thursday, in Passion Week, to Tuesday after Easter, Monday and Tuesday at Pentecost, and two weeks in summer.

(4) Regular pupils must attend all school hours, unless for adequate cause, and must provide all requisites, such as tools, instruments, paper, pencils, modeling clay, colors, &c. No equipment of the school can be removed from the building.

(5) Pupils cannot be received for less than three months. Every regular pupil must pay an admission fee of 23½ cents, and a quarterly tuition of \$2.86. Elective pupils pay an admission fee of 47½ cents and tuition according to studies. No tuition is refunded. Talented but poor pupils may be received at reduced rates, or free, at the discretion of the governing committee.

(6) Obedience to teachers is enjoined upon all. Disobedience and dullness are punishable by reprimand or expulsion.

(7) Each pupil's progress is reported half yearly, and special merit is rewarded by sending the pupil to visit expositions and institutions in his particular line of study.

(8) All work finished in the school is its property, and can be sold at a price set by the teacher. In case of the sale of a product or invention, the pupil who made it receives one-third of the proceeds, the school treasury one-third, and the city treasury one-third.

(9) All work done by order, or products in the nature of an invention or patent, shall be kept secret for the protection of the parties interested.

(10) Deficits in teachers' salaries are paid by the city, and teachers receive small allowances to aid them in visiting institutes and exhibitions in their line of work.

(11) Yearly exhibitions of the works of the school are given.

These schools have on the whole been successful, and their promoters hope for still greater success in the future.

Among the industrial schools is classed the agricultural school at Hildburghausen, although it is more strictly a professional than an industrial institution. It was opened in October, 1882, with twenty-six pupils. The present number is fifty. It is a state institution, and is intended for those who wish to pursue agriculture on scientific principles and are able to pay the tuition and other expenses of attendance, which amount in all to about \$130.90 yearly. Pupils between fifteen and eighteen years of age are sought, but a greater age is no bar to admission. The course is two years, the first being for beginners and for elementary instruction, and the second for more advanced pupils.

In most of the public schools in the district, particularly in cities, instruction is given in plain sewing and knitting and in the rudiments of worsted work and embroidery.

GEORGE F. MOSHER,
Consul.

UNITED STATES CONSULATE,
Sonneberg, June 21, 1884.

TRADE GUILDS IN THE CONSULAR DISTRICT OF STETTIN.

REPORT BY CONSUL KEIFER.

In reply to the circular of the Department issued under date of May 18, 1884, I have to add only a few remarks to my report No. 38, dated July 19, 1884 (labor report), as this report by inclosure No. 6, covers fully the subject regarding "relations which prevail between the employers and the employés in the principal trades," not only in my district, but in the German Empire, the laws being the same for all trades in all Germany. This inclosure, a translation from the German of "Trade Regulations, Title VII, Workingmen," treats of the following subjects in four articles, viz:

- (1) General relations between employers and workingmen.
- (2) Relations between employers and journeymen and helpers.
- (3) Relations between employers and apprentices.
- (4) Relations of workingmen in factories.

As it was not possible within the limited time (neither compensation for translations nor a clerk being allowed), to translate the whole of it myself, I gave an abstract of the most important points in order to show the intention and meaning of legislation in this matter, and beg leave to refer the Department for further information to Jacobi, private counselor: "Trade regulations for the German Empire, of June 21, 1869,

revised and supplemented by the laws passed 1876, 1878, 1879, 1880, and 1881, 15th edition, &c., 1881."

To comply with the wish of the Department concerning "trade guilds of Europe, and the laws and regulations by which they are governed," I inclose a translation of "Trade Regulations for the German Empire, Title VI, Trade Guilds," given in abstract by the same reasons as inclosure No. 6, of my report No. 38, dated July 19, 1884. If not sufficient for the purpose, I allow myself to refer further to Caspar, "Trade guilds, according to trade regulations of June 21, 1869, and the laws of July 18, 1881."

TRADE SCHOOLS.

In answering the questions of the gentlemen of the Tailors' Exchange I have to say:

There are no schools in my district or in any other district where boys can learn the tailor's trade; they learn it as apprentices of master tailors, and the system adopted is proving a success.

In Berlin and Dresden, perhaps also in other places, are so-called "academies" for cutters; the respective consuls of these cities no doubt will know everything about their regulations, &c., and report accordingly.

TRADE GUILDS.

There are guilds connected with the trade; they are governed by the regulations given in Title VI of the trade regulations, translated in inclosure No. 1 of this report.

LAWS GOVERNING APPRENTICESHIP.

The laws and regulations governing apprenticeship are contained in Trade Regulations Title 7, article 3, of inclosure No. 6, of my report No. 38 (Labor Report) dated July 19, 1884, as also in inclosure No. 2 of this report. For the special benefit of the gentlemen of the Merchant Tailors' Exchange I endeavored to translate parts of the statute of the "Tailors' Guild at Stettin," referring to the general objects of the guild and particularly to apprenticeship, and think myself, although not having the honor of being a merchant tailor, that the rules and regulations given are well worth recommendation and imitation. Sections omitted are referring to local laws, rights and duties, resignation, dismissal of members, meetings, election of directors and committees, regulations by which they are governed, administration and audit of the funds, amendments to the articles of association, how to be made, and dissolution of the guild how and when to take place.

I may add that according to a law passed June 10, 1884, in the future only master tailors who are members of the guild are allowed to take apprentices, none outside of it. The aid society connected with this guild pays to its members M. 150=35.7 cents per diem during one year in cases of sickness, and funeral expenses in cases of death.

If the gentlemen of the Merchant Tailors' Exchange should want further information I most respectfully recommend them to address themselves in the German language to Mr. A. F. Voss, Papeu Strasse No. 4, Stettin, who is one of the directors of the tailors' guild at Stettin, knows more about it than I do, is very willing to give all the information wanted, and to whom I myself am much obliged for his kindness.

HERMANN KEIFER,

Consul.

UNITED STATES CONSULATE,
July 19, 1884.

TRADE REGULATIONS FOR THE GERMAN EMPIRE.

[Inclosure 1.—Abstract translated from the German. Title VI. Trade guilds.]

I.—*Guilds in operation.*

81. All trade corporations lawfully existing at present shall continue. Their constitution and by-laws shall remain in force, if not changed by the laws following.

82. Any member of a guild may resign at any time and carry on his trade after his resignation, provided he has fulfilled all his obligations. The resigned loses all claims to the funds of the guild or to the extra funds that may be gathered by the same, if the constitution and bylaws do not determine otherwise.

83. As members of the guilds may be rejected—

(1) Those who are not in possession of their civil rights.

(2) Those who are forbidden by legal decision to dispose of their property.

84. The membership cannot be denied to any one who has fulfilled the conditions prescribed by the statute of the guild, except for reasons given in paragraph 83. If an examination is required it has to show the ability of the candidate to do for himself the common tasks of his trade. No exemptions or preferences are allowed. An examination cannot be demanded of any one who has carried on his trade for himself for at least one year.

85. The initiation fee must be alike for all members of all the guilds. The membership of a guild does not forbid anybody to participate with other guilds.

86. By resolution of the guild one can be forbidden to vote, as also can be declared void of his rights within the guild, if found in a situation mentioned in section 83, 1, and 2.

87. If after the death of a member of the guild his trade is carried on by a substitute on account of the widow or heirs not of age, then the rights and duties of the deceased, excepting the right to vote in the meetings of the guilds, are transferred to the widow as long as she remains single, or otherwise to the heirs not of age until they are of age.

88. The guild is represented at all transactions by the board of directors.

90. Payments from the receipts or from the funds of the guild to members of the same should only be made if it is expressly prescribed by the bylaws. For paying board and lodging such payments shall never be made.

93. The guild can be dissolved by absolute majority of all the members present, after all members who are entitled to vote have been notified of the subject to be discussed, and invited by written notice to attend the meeting.

95. The local authorities exercise the control over the guilds. They decide controversies about the admission and rejection of members, about the election of the directors, and their rights and duties.

Against their decisions appellation may be made to a higher authority within four weeks.

II.—*Guilds about to be established.*

97. Those who carry on a trade independently can form a guild for the purpose of promoting the welfare of their respective industrial interests.

The aim of the new guilds is:

(1) To foster the public spirit as also to maintain and strengthen the honor of their trade among the members of the guild.

(2) To promote friendly feelings between masters and journeymen as also to provide for the lodging to the journeymen and to give information for work.

(3) To regulate the apprenticeship and provide for the technical, industrial, and moral education of the apprentices.

(4) To decide controversies (of the kind mentioned in paragraph 120*) between members of the guild and their apprentices, instead of the local authorities.

97. A. The guilds are authorized to extend their labors also to other industrial interests common to the members of the guild than those mentioned in paragraph 97. Particularly they are allowed:

(1) To organize trade schools for apprentices and to superintend the same.

(2) To make arrangements for promoting the technical and industrial education of the masters and journeymen.

(3) To hold examinations for masters and journeymen and issue certificates of examination.

(4) To establish co-operative societies for carrying on the trade of the guild.

(5) To raise funds for assisting the members of the guild, their families, the journeymen, and apprentices, in case of sickness, death, inability to work, or other wants.

(6) To organize boards of arbitration for deciding controversies between the members of the guild and their journeymen in place of the usual authorities.

98. In organizing a guild a name must be given to it different from the name of any other guild already existing in the same place.

98a. The objects of the guild, the arrangement of its administration, and the rights of its members are regulated by its constitution and by-laws, if not already provided for by the law of the country. They must set forth the following:

(1) The name, location, and district of the guild.
(2) The objects of the guild, as also the arrangements for fulfilling these objects; particularly the following points regarding apprenticeship are to be given:

(a) The conditions and terms to be fulfilled by the members of the guild in taking apprentices, as also the length of time of the apprenticeship.

(b) The execution of the instructions given by the guild, mentioned in sections 120, 126, 127.

(c) The duty of the masters to encourage their apprentices to visit the trade schools and schools for further education.

(d) The finishing of the apprenticeship, the advancement to journeymanship, and the issuing of a certificate stating the fulfillment of apprenticeship.

(e) The forming of boards of arbitration and the manner how to decide controversies.

(3) The admission, resignation, and rejection of members.

(4) The rights and duties of the members, particularly as to the dues to be paid by the same, and the manner in which these are used and disposed of.

(5) The fines to be paid in case of violating the rules contained in the constitution and by-laws.

(6) The organizations of the board of directors, the extent of their rights and duties, and their mode of transacting business.

(7) The manner of calling the general meeting of the guild, the right to vote in the same, and the manner in which resolutions are carried.

(8) The recording of the resolutions of the meeting of the guild and of the board of directors.

(9) The possibility and the manner of changing the constitution and by-laws.

(10) The possibility and the manner of dissolving a guild.

(11) The use of the funds of the guild in case of dissolution or suspension of the guild.

(12) The making out and examining of the yearly accounts. The statute shall not contain any provisions which are not connected with the objects of the guild, or are contrary to the law of the country.

98b. The constitutions and by-laws of the guild must be approved of by the administration of the county where it is located.

99. The guild may acquire property in its own name, enter into obligations, sue and be sued before court. The funds of the guild alone (not of the members) are responsible for its debts.

100. As members of a guild, persons only can be admitted who carry on for themselves in the same county the trade for which the guild has been established, or who are appointed superintendents in a large establishment of the same trade. Other persons may be admitted honorary members only.

100a. The journeymen employed by the members of the guild participate in the meetings and in the administration of the guild, according to its statutes. Such participation must be granted them at the examination of journeymen, as also in the administration of all affairs and institutions for which they pay dues, or for which they render particular services, or which are designated for their assistance. All such persons are excluded from voting or positions of honor in the guild who are not in possession of their civil rights or such as are limited by law in the free use of their personal and other property.

100c. Separate accounts of the income and expenditure of the aid societies must be kept. These must be administered and kept separate from all other funds of the guild. They shall not be used for any other purpose than for aiding and assisting their members in those cases mentioned in 97a, 5.

100d. If boards of arbitration are about to be framed, the following regulations must be observed:

(1) The boards of arbitration must consist of at least three members. Half of the members must be members of the guild and the other half journeymen. The former are elected by a meeting of the guild; the latter by the journeymen. The chairman is designated by the authorities, and need not be a member of the guild.

(2) The acceptance as a member of the board, if elected, may only be declined for the same reasons as a guardianship may be refused.

Who declines without having reasons to do so may be obliged to accept, and may be fined by the authorities.

(3) Appeal may be made according to paragraph 120a (2) if the decisions of the board of arbitration are not satisfactory.

101. The board of directors consists of one or more persons, who are elected by the members of the guild.

102. A committee can be formed by all or several of the guilds, who are under the control of the same authorities.

This committee shall represent the common interests of all the guilds participating in it, and these can also transfer their rights and duties upon the committee. The organization of the committee is formed by a statute, framed at a meeting of the participating guilds. This statute must be approved of by the higher administrative authorities. If rejected, the reasons are to be given. Complaint may be made to the supreme authorities against such a rejection within four weeks. Changes and amendments of the statute undergo the same regulations.

103. The suspension of a guild may take place, as also the suspension of a committee of the guild in certain cases, to be defined by the laws of the country.

103a. In case of dissolution of the guilds, the affairs of it are settled by the board of directors, under control of the authorities, if not determined otherwise at a meeting of the guild. If the board of directors does not fulfill its duty, or a suspension of the guild takes place, then the affairs are settled by the authorities. After the dissolution or suspension of a guild the members are bound to pay those dues which they would be obliged to according to the statute, in case of resignation by their own will.

104a. Guilds which are not under the control of the same authorities, can form unions to discuss the welfare of their common industrial interests and objects. To enter a union a resolution by the meeting of the guild is needed.

104. The guilds are subject to the control of the local authorities.

104b. A statute must be framed for the union of guilds, which must contain the following regulations:

- (a) The name, object, and district of the union.
- (b) The conditions of admission to the same, and conditions for resigning from the same.
- (c) The election, seat, and duties of the board of directors.
- (d) Rules concerning representation of the union, and the powers of its delegates.
- (e) The dues needed for paying the expenses of the guild-union.
- (f) The conditions and manner of changing the statute.
- (g) The conditions and manner of dissolving the union. The statutes shall not contain any regulation which is not in connection with the lawful objects of the union, or which is unlawful. The statutes of the union have to be approved by the authorities.

104d. In January every year the board of directors of the union must hand in to the higher authorities of the district where it is located a list of the guilds belonging to the union. The authorities must be informed of changes made in the board of directors. Information has also to be given, if the board changes its place of location. If they change their location to another district, the authorities of both districts are to be informed.

104g. The union of guilds can be suspended.

CONSTITUTION OF THE TAILORS' GUILD AT STETTIN.

[Inclosure 2.—In Consul Keifer's report.—Translation.]

According to paragraph 97 and following of trades regulations (passed July 18, 1881) the following revised constitution has been adopted for the tailors' guild at Stettin, which shall be named as heretofore, "Tailors' Guild of Stettin," with its place of business at Stettin. It includes the city of Stettin and the adjacent towns.

General objects of the guild.

I. The object of the guild is to unite the members, for promoting the welfare of their common industrial interests. Besides fulfilling the regulations of paragraph 97 it will tend to the following objects:

1. The improvement of the business of the masters (Meister) and journeymen of the guild, by arranging lectures, organizing a trade school (for the purpose of teaching the journeymen and apprentices industrial drawing).

2. The holding of examinations for masters and journeymen and the issuing of certificates.

3. The establishing of supply stores of raw products for the members of the guild, as far as such are necessary and practical.

4. The organizing of a society for advancing money to the masters of the guild.
5. The administration of the aid societies established for the members of the guild.
6. The organization of boards of arbitration to decide disputes between the masters of the guild and their journeymen, according to section 120a of trade regulations. The rules 3 to 6, inclusive, will be regulated by by-laws, according to sections 98e, 100e, and 100d of trade regulations.

Membership.

II. Members of the guild are all those who have been members of the old tailors' guild, as also those who are admitted to the guild according to the following regulations:

III. Every one of age is entitled to admittance (a) who carries on the tailors' trade independently; (b) who is in possession of his civil rights; (c) who is not limited in the use of his personal or real estate property by decision of law; (d) whose moral and business habits are found to be good ones, and who, after having properly served his apprenticeship, and after having passed an examination as journeyman, has been employed for at least three years as a journeyman in the tailor's trade, and who has then passed an examination before the guild as master, or can prove by certificate that he has passed such examination elsewhere.

IV. The examination for admission as master is to be held by the board of directors of the guild and a board of examiners elected for this purpose according to the following regulations:

The candidate has to prove that he is at least able to do the common tasks of the tailor's trade. The examination of a gentlemen's tailor consists in—

The cutting of an overcoat, of a pair of trowsers, and of a vest, according to measures given him. For a ladies' tailor, in the cutting of a dress with tight-fitting basque and overdress, according to measures given.

V. Those who are employed as cutters, or have a similar position at one of the wholesale manufacturing establishments within the district of the guild, may be admitted as members if they answer the conditions as given in sections 3 and 4, but they have no right to demand admission.

VI. Petitions for admission are to be forwarded to the head master, as president of the guild, and are decided by the guild committee, if not rejected for reasons given in paragraph 3d. In this case it is the duty of the members of the guild to decide the matter in their next meeting; it is also the duty of the guild committee to decide about admission of persons subject to section 3, B. and C.

VII. The person asking admission is to be notified of the resolutions of the guild committee by the president; if rejected, by a written communication. If appeal is made to the controlling authorities, the reasons for rejection must be stated if asked for. The applicant, when informed of his admittance, is given a copy of the articles of association of the guild, whereby he enters upon all the rights and duties of a member. At the next meeting he is given an introduction to the members by the head master, and has to oblige himself by shaking hands to fulfill all the duties of a member.

VIII. He has to pay an initiation fee of fifteen marks=\$3.57, which includes the admission fees to the aid society, to the guild treasury. The initiation fee can be reduced or increased by resolution at a meeting of the members of the guild. Such a resolution refers only to those entering after the resolution has been passed.

IX. If, after the death of a master of the guild, his trade is carried on in the name and for the benefit of his widow, she is entitled to the rights and duties of the deceased, except the right to vote and the honorary rights, provided she employs a foreman who fulfills the conditions mentioned in section 3 (b), (c), (d). If desired by the widow, the board of directors of the guild shall assist her in procuring a fit foreman.

X. Persons who are no tailors, but who have rendered special services to the trade can be elected by resolution of the members of the guild, if recommended by the guild committee. These members are entitled to participate at the meetings of the guild, and, if invited, at the meetings of the board of directors and guild committee, but have only a consulting vote.

Apprenticeship.

54. Members of the guild who are not in possession of their civil rights, or who by decision of law are limited in the free use of their real and personal property, are not allowed to take apprentices. Members who have violated the duties of a master may also be forbidden to take apprentices for the time being, after a resolution has been passed by members of the guild on motion of the committee on apprenticeship.

55. The masters of the guild shall take only such young people as apprentices who

have acquired the necessary education, and who have neither bodily nor mental defects, which make them unfit for learning a trade.

56. To enter into apprenticeship a written contract must be made out according to the forms fixed by the board of directors of the guild, and the name of the apprentice must be enrolled on the list of apprentices of the guild. The contract must contain the provision that master as well as apprentice will obey all regulations of this statute regarding apprenticeship, and acknowledge all decisions made by the proper board in accordance with the same. The time of apprenticeship shall not be less than three years unless by permission of the board of directors of the guild, after having first consulted the committee on apprenticeship on the subject. Apprentices who dissolve the apprenticeship without having a right to do so according to section 128 of the trade regulations, shall not be taken up by any other member of the guild. If the apprentice lawfully leaves his place, or leaves the same by mutual consent before the expiration of the time of apprenticeship, the master shall notify the head master, and give the reasons thereof within fourteen days, so that due notice may be made in the roll of apprentices; if he fails to give such notice he shall be fined 2 marks = \$0.476. A master of the guild who wishes to take an apprentice, has to present the name of the latter to the board of directors and hand in at the same time the book of employment issued for the apprentice (107, trade regulations) and also the contract, to be made after the expiration of a four weeks' trial; otherwise he shall be fined 1 mark = \$0.238.

If a difference of opinion should exist about admission of an apprentice, in regard to the conditions to be fulfilled as prescribed by law or articles of association, the board of directors shall decide the case, after consulting the committee on apprenticeship. If no doubts shall have arisen or been settled, a meeting is to be called by the board, to which also the committee on apprenticeship must be invited; at this meeting the apprentice is introduced. The contract signed by the master, apprentice, and by the father or guardian of the latter, and the name of the apprentice is inscribed in the roll of apprentices of the guild. The master shall see to the appearance of the father or guardian of the apprentice. In case the father or guardian does not appear, the master shall see that he signs the contract before the meeting is held.

58. The masters of the guild who have apprentices are responsible to the guild for fulfilling carefully and conscientiously all the duties mentioned in paragraph 126 of the trade regulations. They are also obliged to encourage and induce their apprentices to visit the school for further education, (Fortbildungs-schule) or trade school of the town, and to allow them the time required for regular and punctual appearance at the hours of instruction.

59. The masters shall see that their apprentices attend divine services regularly. The apprentices are forbidden to visit saloons or other public places of amusement, unless in company of adult relations. But there shall be amusement and instruction to them every Sunday afternoon and evening in a place particularly fitted up for this purpose.

60. It is the duty of the committee on apprenticeship to see to the fulfillment and enforcement of all resolutions and ordinances regarding apprenticeship. Members of the committee shall, from time to time, see to the occupation of the apprentices in the different shops, and satisfy themselves once every year whether or not they have received that instruction and acquired the dexterity to be expected for the time. If the apprentices have not their lodgings and board with their respective masters, the committee shall take particular care for them and inform itself as to the state and condition of the boarding-houses where they are staying, and if found out that the physical or moral welfare of the apprentice might be endangered, to provide for a more suitable place in consent with the master and the parents or guardian of the apprentice. The masters are obliged to give the committee on apprenticeship all information wanted concerning the apprentice; and to allow the apprentice the time required, if he be summoned, to appear before the committee. Masters who pay no attention to this rule shall be fined 3 marks by the board of directors on motion of the committee.

61. Those masters who neglect the duties due their apprentices according to trade regulations and to this statute, shall be summoned before the board on motion of the committee, and shall be admonished to fulfil their duties conscientiously. If this should prove of no avail, the master can be fined not more than 10 marks = \$2.38, by the board, and if this fine should fail to have the desired effect, the board may make a motion at the next meeting of the guild to deprive the guilty master of the right to take apprentices, after having given due notice.

62. Instead of the local authorities, the committee on apprenticeship shall decide controversies of the kind mentioned in paragraph 120a of trade regulations, between the members of the guild and their apprentices, by verbal proceedings.

This paragraph reads as follows: Differences between those who are carrying on a trade for themselves and their journeyman are to be decided by the committee on apprenticeship if referring to entering upon, continuing, or annulling contracts, or

if concerning services to be rendered or wages to be paid, or if relating to the books of employment or to certificates to be given.

The persons concerned shall not be represented by lawyers.

63. If a master loses the right (sections 61, 62) to have apprentices, or if he becomes incapable to fulfill the duties of the contract, the committee on apprenticeship shall inform the father or guardian of the apprentice of the facts, in order to have the contract abolished. The same shall be done if the master dies and the widow has not agreed with the regulations of section 9 within four weeks. In all these cases, as also in those of dissolution of apprenticeship, referred to in section 128 of trade regulations, the committee shall intervene, if desired by the father or guardian of the apprentice, and shall place the apprentice with another master of the guild for the balance of his apprenticeship. If the time of apprenticeship is nearly over, and not more than a half year is missing on the shortest time prescribed in this statute, the committee can at once admit the apprentice for examination as journeyman.

64. The time of apprenticeship, as ordered in paragraph 56, may be shortened by the master only with the consent of the committee. This consent shall be given only if the apprentice has distinguished himself by good behavior and particular skill.

65. Every apprentice of a master of the guild is subject to be examined by the committee before being discharged as apprentice, and admitted as journeyman. The regulations for examination will be made by the members of the guild in such a way that no expenses are involved to the apprentices.

66. If the apprentice does not pass his examination, the committee may order him to serve three months to a year more as an apprentice. If the committee is convinced that the deficient knowledge of the apprentice is the master's fault, it may allow him to spend time further required with another master, and the former master must pay him the customary wages of a journeyman during this time.

The apprentice may be admitted to a second examination before the time fixed, if the committee is convinced of extraordinary progress made by him. If the committee is satisfied by the examination held that the apprentice has received the instruction and achieved the skill necessary for a journeyman tailor, it will bring the motion before the board for his discharge as apprentice. This takes place at the next meeting of the guild, when the board hands him his certificate, and, in addressing him, gives him some good teaching for his future. For the issuing of the certificate a fee of 6 marks = \$1.43, has to be paid to the treasury of the guild.

THE UNITED KINGDOM.

TRADE GUILDS AND SCHOOLS IN ENGLAND.

REPORT BY CONSUL-GENERAL MERRITT.

Referring to the circular of May 10 on trade guilds, I have the honor to transmit herewith the second report of the Royal Commissioners on Technical Education, which contains the precise information, covering Great Britain, Europe, and the United States, which the circular calls for, although under a different name.

It is the result of a careful investigation made to ascertain the merits and defects of different national systems of education and their effects on the industrial progress in the different arts.

It has occurred to me that the material here collected might in part be used by the Department to supplement the fragmentary work of the consuls, and I would especially recommend that the conclusions of the report be reproduced.*

The greatest stimulus to technical education in England has been given by the city and guilds of the London institute, which not only carries on schools of its own but subsidizes existing institutions which are worthily carrying on the good work. It is not confined to London but extends its assistance to all the principal industrial centers of Great Britain.

* See Appendix.

Instruction of the better class is its main object, and it in no way interferes with the rules of apprenticeship, or the relations between employers and employed, which come more properly within the domain of trade-unions.

Every year the list of subjects for examination and the number of students increase. In 1879 202 were examined in 7 subjects at 23 centers; in 1884 the number of candidates had increased to 3,625, and the examination covered 43 subjects.

The programme for the next year announces 47, including plumbing, carriage-building, brewing, photography, watchmaking, tailoring, &c.

As the circular lays stress on tailoring I may add that at the Polytechnic Institute, in Regent street, London, there is a large class taught by Mr. Humphreys, a self-trained cutter, who invented the methods by which he worked after carefully studying all the plans in America, Germany, and elsewhere. Pattern cutting scientifically is principally looked to, and the class has been so successful and largely attended that more than 100 applicants for membership have been turned away.

E. A. MERRITT,
Consul-General.

UNITED STATES CONSULATE-GENERAL,
London, September 13, 1884.

THE LIVERY COMPANIES OF LONDON.

REPORT BY CONSUL LATHROP, OF BRISTOL.

EXPLANATORY.

I have the honor to inclose an article on the livery companies of London, which I think would properly be included within the scope of the Department "trade-guild circular" of the 18th of May. While the importance of these companies as an aid or protection to trade has for centuries disappeared, the time was when the influence of these mediæval guilds was widespread and far-reaching and they were the forerunners of the present combinations made by capital, so that a slight sketch of their present position and possessions cannot be unimportant.

This consular district presents no advantages for the investigation of the contemporaneous relations of employer and employé. There is noticeable freedom from a tendency to form associations on either side, and while many workmen in various branches belong to unions of different kinds, these unions are invariably branches of organizations with their head-center usually somewhere in the manufacturing districts. Some fifteen years ago a general strike in some trades was attempted and proved an utter failure; since then employers and men have worked in harmony. There are no large technical schools here, but the University of Bristol, a most meritorious educational institution, provides in its department of chemistry a course of lectures each year, most practical in their bearing. The chemistry of dyeing, of brewing, of treating various textile fabrics is gone into thoroughly.

The impossibility of treating this subject without going outside the limits of this consular district for all the data, has induced me to refrain from sending in a report, which course will, I trust, meet with the approval of the Department.

THE LONDON COMPANIES.

The Department circular of the 18th of May in regard to the trade guilds of Europe will properly include some account of the famous London companies; for, though they have for centuries ceased to be known except for the splendor of their entertainments and the munificence of their charities, they exercised in the past an important influence on the conduct of the various trades whose interests they were formed to protect. Their operations, wealth, and income have for long generations been enwrapped in an impenetrable mystery that has attracted to them a disproportionate attention; and naturally, their resources were somewhat magnified in the public mind by the very inability to determine the amounts. But all this is now changed. A parliamentary commission of inquiry into the livery companies of London has been at work, and its report, though not yet in print, has been presented to the authorities. I am enabled to present some interesting facts and figures from this report, which show possessions and income belonging and accruing to the principal among them which may truly be designated as enormous, and which are sufficient to condemn these organizations as survivals of a past order of things, past their usefulness, and properly subject to state control. Of these principal companies there are twelve, making, with sixty minor ones, seventy-two in all; and these distinctions between the two classes have been maintained since their beginning, which was in most cases anterior to the first years of the fourteenth century.

About a century after this period [the report says], having regard to the fact that the head men of the guilds were generally aldermen of the corporation, and that the corporation exercised a minute supervision over the trade and manufactures of London, we regard the companies as having become in effect a municipal committee of trade and manufactures. Soon after they had arrived at this position they were incorporated, and thereupon became, in our judgment, while retaining their position under the municipality, an institution in the nature of a state department for the superintendence of the trade and manufactures of London.

But this character was apparently not long maintained, as further on the report says :

By the commencement of the Tudor period, as Mr. Fronde shows in the commencement of his history, they had become, to a great extent, an obsolete institution as regards trade superintendence. They continued, however, to receive charters at the beginning of every reign for a long time after this period. * * * For a long time after the Restoration the guilds were still an important element in the city of London. The wealthy bankers, merchants, and ship-owners, who traded in the city, had houses there and belonged to the companies. The commencement of the present century is the approximate date of the cessation of the connection of the companies in this respect with the city of London.

Many of the charters intimate a religious character in the guilds, and all allowed from the beginning the holding of land in mortmain for maintaining almshouses and distributing charities. Under this latter authority the companies have from time to time become the trustees of large sums willed to them to be expended in maintaining certain specified charities. This expenditure is controlled by the law, but the corporate expenditure and income is entirely regulated by the companies themselves.

There have always been three classes of members, viz, those who simply belonged to the companies, or who, as it is expressed, "possessed the freedom," making them "freemen" and "freewomen"; those who belonged to what is called the "livery"; and those who had a place on the "court" or governing body. The freedom of the companies is

obtained by apprenticeship or from descent, though exceptionally it may be bought or received as a distinction. The "freemen" are in a large majority in the companies, but their privileges are few, and their place is but a stepping stone to the "livery," admission to which is by appointment from the "court," which in turn fills up its own vacancies by selection from the "livery." The freemen obtain relief in case of need, and in some cases certain educational advantages for their children, while the members of the livery have the same privileges, and besides are entitled to admission to the banquets and entertainments of the courts. It is to these latter that all the advantages are reserved.

They have in their hands the entire control of the companies' affairs, the appointments of the staffs of salaried officials whom the companies employ, the management of the companies' corporate property, the admissions to the freedom, livery, and court, the administration of the companies' charitable trusts, the appointment of the incumbents of the companies' livings, and of the masters of their schools. They are also the entertainers, and have, as of course, a place at all the companies' banquets. In the great companies a member of the livery is seldom elected to the court till after he has been on the livery for fifteen or twenty years, but seniority is not the only criterion of fitness. Regard appears to be paid to social position, business capacity, and interest in the charities of the companies. Also in some of the companies a liveryman is at once promoted to the court on his election as an alderman of one of the wards of the city of London.

There are about 10,000 freemen altogether, and about 7,300 liverymen, about 1,500 of which latter class compose the courts. The total capital value of the companies' property is at least £15,000,000. The income from which in 1880 amounted to from £750,000 to £800,000. "A sum," say the commissioners, "exceeding the income of the two universities of Oxford and Cambridge and of the colleges therein." Of this income only about £200,000 is trust funds, the rest, from £550,000 to £600,000, is corporate income, and is absolutely at the disposal of the courts. The following table shows the income of the twelve great companies :

Income of the great companies.

Companies.	Income (for 1879 or 1880).	Corporate.	Trust.
Mercers	£82,758	£47,341	£35,417
Grocers	38,236	37,736	500
Drapers	78,654	50,141	28,513
Fishmongers	50,713	46,913	3,800
Goldsmiths	54,297	43,505	10,792
Skinners	28,927	18,977	9,950
Merchant tailors	43,311	31,243	12,068
Haberdashers	29,032	9,032	20,000
Salts	21,040	18,892	2,148
Ironmongers	21,647	9,625	12,822
Vintners	10,887	9,365	1,522
Clothworkers	50,458	40,458	10,000

Concerning the government of the Mercers' company, which the above table shows to have the largest income of all, the commissioners say :

We have observed that admission by patrimony produces a natural effect on the constitution of the liversies and of the courts. Where a family continues prosperous from generation to generation, it acquires a position of considerable importance on the court and livery of a company. A remarkable instance is that of the Mercers' company, the court of which is recruited from a livery of ninety-seven, on which certain families are represented by as many as nine or ten members.

The assessed yearly taxes on the value of the halls of these twelve companies is about £35,000; their plate and furniture is worth about £270,000, and the annual income of the livings of which they are patrons is about

£12,000. The sixty minor companies own plate and furniture to the value of £50,000, and the rateable value of their halls is about £20,000 a year.

The principal source of the companies' incomes is from their investments in London real estate. They have also large agricultural properties in England and Ireland, and investments exceeding £100,000 in securities of various kinds. The corporate portion of this income, say £550,000, is thus accounted for by the commissioners. An allowance of £125,000 is made representing the value of their halls, plate, furniture, and other property not producing income; thus leaving an actual sum of £425,000 which is thus expended: On "maintenance," £175,000; for charity, £150,000; for entertainments, £100,000. Of the £175,000 expended in "maintenance," about £75,000 is estimated to be for repairs, taxes, &c.; about £60,000 goes for salaries and wages, and about £40,000 is for court fees, *i. e.*, payments to members of the courts for attending business meetings. The fees range from five guineas to half a guinea, and, say the commissioners, "we should infer that there are cases in which as much as £300 is thus paid in a year to an individual." The entertainments which cost about £100,000 are of two kinds, banquets to the liveries and dinner parties that take place on the days when the courts meet. On both these occasions guests are usually invited. The expenditure for charity of £150,000, added to the trust expenditure of £200,000, makes a total outlay for public and benevolent purposes of about half the gross income of the companies. About £50,000 of this appears to be for educational purposes, and numerous exhibitions and scholarships have been endowed in various colleges and universities, and great attention is paid to the subject of technical education.

The commissioners close their report by suggesting certain action to be taken by the authorities in order to oversee somewhat the conduct of the companies' affairs. They say:

It is clear, in our judgment, that the state possesses the right to deal with the companies even to the extent of disestablishing and disendowing them, should such course be considered by Parliament necessary, saving, of course, the rights to compensation of the individuals at present actually constituting these bodies. There is an abundance of precedents; in fact, in almost every country in Europe, the mediæval guilds have been either disestablished or reorganized. We further think that not only has the state the right to interfere, but that its intervention is, under the circumstances, justifiable. * * * Public bodies, some of them of enormous wealth, which were originally incorporated as at once a state department and a municipal committee for the superintendence of the trade and manufactures of London, which have made use of one of the most curious of the customs of the city in order to acquire a large corporate estate outside the scope of their licenses in mortmain,* and whose corporate estate thus in part acquired is connected, as we have shown, in an inextricable manner with an estate admitted to be trust property, are, in our opinion, public bodies over whose constitution and expenditure the state is practically called upon to exercise some amount of supervision.

The companies, the commissioners recommend, should be placed by act of Parliament under such restrictions as regards the alienation of their property as would remove all danger of the loss of any part of it; their accounts should each year be deposited in some public department open to inspection; and their liverymen should not continue to be, as they now are, holders of the parliamentary franchise.

It is further recommended that a commission be appointed that shall

* Reference is here made to the large amount of property held in the city of London by the companies under a curious tenure by which property could be held in mortmain if left by will of an individual who had held it in "free burgage," that is directly from the Crown.

undertake the application of a portion of the corporate incomes of the companies respectively to objects of acknowledged public utility; that shall also see to the better application of the trust incomes of the companies; and that, should it prove practicable, shall arrange for the reorganization of the constitution of the companies.

It is more than likely that these recommendations will be carried out. The municipality of the city of London is also to be reconstituted; and when these two reforms shall have been effectuated the splendid entertainments and magnificent banquets which for generations have been held in the city of London will be all of the past.

LORIN A. LATHROP,
Consul.

UNITED STATES CONSULATE,
Bristol, August 23, 1884.

TRADE GUILDS IN LIVERPOOL.

REPORT BY CONSUL PACKARD.

I have the honor to acknowledge receipt of the Departments "trade-guild circular," dated May 18, 1884, and in reply I beg to state that there are no schools in Liverpool where boys can learn the tailor's trade, except in the cases of pauper children who learn various trades in the workhouses, and criminal children who have been sent by magistrate's orders to an industrial school for a term of years. Such a training, however, cannot be very successful, as the coarser work only is usually done, such as the uniforms for the inmates of the institutions. The only things in the nature of guilds that exist here are the workmen's and masters' societies. The workmen's society is a combination to regulate the price of labor and also as a friendly benefit society. The master's association is intended as a counter combination, a small number of its members joining with an equal number of delegates from the workmen's association as an arbitration committee to regulate all disputes that may arise in interpreting the joint "log." The apprenticeship system does not exist here to any noticeable extent in the better class trade, the labor ranks being recruited by youths who have served an apprenticeship in small towns and country districts, or from those who having picked up trouser-making, have, from working upon coats for their own wear, under the tuition of some coat hand, gradually worked their way into vest and coat making.

In inferior and small trade, where the master is what is called a "stand and fall" (*i. e.*, cuts and sews) for economy, both apprentices and improvers are employed, but as in such trades, all sorts of edges are almost invariably made with the machine, a man must almost of necessity be some time in a first-class shop before he can claim to be all that should be comprised in the name "tailor."

There are no schools whatever here where boys learn a trade, nor are there any guilds.

STEPHEN B. PACKARD,
Consul.

UNITED STATES CONSULATE,
Liverpool, June 25, 1884.

IRELAND.

TRADE GUILDS IN CORK.

REPORT BY CONSUL PIATT.

I have the honor to acknowledge receipt of the "trade-guild circular," dated 18th May last, and to report on the questions suggested therein as follows:

TRADE SCHOOLS.

Neither the merchant tailors nor any other of the trades in this district have schools established for the instruction of boys in their respective handicrafts. The only schools here in which boys are taught trades are the industrial schools, of which there are two (one Catholic, the other Protestant) in the city of Cork. These are of a semi-charitable character, being partly supported by private contributions and partly by Government grants, and are designed for the reception of orphan boys only, a limited number, who must on clear evidence before a local justice in court be proved to be destitute, the fact of having asked for alms on the street being considered sufficient; their previous good character must also be satisfactorily proved. Such boys, besides the ordinary school and religious training are taught the rudiments of various trades, the tailor's, the shoemaker's, the carpenter's, the upholsterer's, and others, with a view that when they leave the school, at the age of sixteen or seventeen, they may be able to support themselves by the knowledge thus acquired. Without completing their education as apprentices, after leaving these institutions, however, they cannot be recognized as journeymen or practice these trades in Ireland, and as a general rule they follow some other calling for a livelihood, or must emigrate.

TECHNICAL EDUCATION.

Recently some efforts have been made in the direction of technical education by a self-constituted body, called the committee of science and art, in Cork, who have during the past few years instituted a course of lectures in chemistry as applied to manufactures, and they design to extend the field of operations by a series of lectures on the various branches of trade in which art can be applied to industry, such as house decoration and furniture, tapestry work, &c. Earnest efforts to obtain Government grants to inaugurate and support technical schools have been made, not only in Cork, but throughout Ireland, and the people are beginning to realize the importance of having their artisans highly trained and educated, so as to compete successfully with those of other countries. The backwardness of Ireland in this respect is attributed, whether rightly or not, to the refusal of the British Government hitherto to give the industrial interests of this island the same consideration bestowed in England and Scotland.

TRADE GUILDS AND SOCIETIES.

There are no trade guilds here, but there are societies of each trade throughout the district, a few of which, such as the mechanical engineers and shipwrights, belong to the amalgamated trades-union, chartered by the Government, the head officers of which are in England. These are managed by officers elected by the members of the respective societies. Their avowed object, like that of similar organizations in the

United States, is to guard and protect their own trade interests, regulate wages, &c. The members of these societies are forbidden by their laws and regulations to work in shops or for business houses where other than society men are employed, and at other than the established society rates, and are held bound to join in any authorized strikes, &c. All infringements of the society rules are dealt with, first, by fines; second, by loss of the benefit of society funds during illness, &c.; and last, by expulsion. There are here, of course, as elsewhere occasional employers who do not recognize the societies, or employ their members, but as a rule the public do not place confidence in such employers, and, therefore, there are very few who refuse to give their work to society men. Each trade has what is termed a house of call; when idle, workmen go to this place and enter their names upon a tablet or roll prepared for the purpose. Contractors, builders, and others at any time requiring workmen consult this list, and beginning at the top of the record of names, select in the order of occurrence the workmen necessary. These societies, I am informed, after providing for the wants of their members, are very generous in the use of their surplus funds, subscribing freely always to worthy charitable objects in their neighborhood. Sometimes they devote a surplus to the emigration of members out of work, when there is no prospect of employment. They have often sent as many as thirty members and families to the United States. In some cases, where there were no surplus funds, they have even borrowed money to assist members to emigrate. Finally, all are non-political, non-sectarian, neutral in politics and religion; they never, as organized bodies, attend any political or other demonstration, unless this be decided on by a special vote of the respective society.

TRADE APPRENTICESHIP.

Apprentices in all trades are generally bound by indentures legally drawn up and stamped. The amount of the stamp duty is levied in proportion to the fee paid the master on receiving the apprentice. In many of the trades, such as masons, joiners, plumbers, plasterers, saddlers, bakers, hatters, &c., as high a fee as \$250 is often paid. This fee, which is greater or less according as the apprentice is to be boarded and lodged by the master or not, is given as a consideration for the privilege of apprenticeship and for the instruction to be imparted. The term of apprenticeship is usually seven years, but in the ordinary trades five years' service is accepted as sufficient. The indenture may always be canceled upon the apprentice attaining the age of twenty-one years; or, if the master should require from the apprentice objectionable service not connected with the trade for which the latter is bound, it may be canceled, and the fee or such portion of it as has not been spent for the apprentice's special use, may then, as determined by the magistrates, be returned. Upon willful disobedience of the master's lawful commands the apprentice may be dealt with according to law and punished by fine or imprisonment. It may be stated in conclusion that the number of apprentices for whom fees are paid is comparatively small. As a general rule fathers teach their sons the trade they have themselves followed—the trade descends from generation to generation in the same family, and in most houses apprentices from outside are very few.

JOHN P. PIATT,
Consul.

UNITED STATES CONSULATE,
Cork, June 24, 1884.

SCOTLAND.

TRADE GUILDS IN DUNDEE.

REPORT BY CONSUL WELLS.

I have the honor to acknowledge receipt of your "trade-guild circular," dated May 18, 1884, requesting information as to the conditions which prevail, and which have prevailed for some time, between employers and employés in the tailors' trade, with interrogatories thereanent; also stating that this information, which is sought for by the tailors' exchange of Washington, would be equally valuable to the other trades, and directing a report to be prepared covering said interrogatories, and embracing such other questions as may be considered necessary for the full and explicit illustration of the conditions which prevail between the employers and the employés in the principal trades in this consular district.

In reply I have to state that the conditions which prevail and which have prevailed for some time between employers and employés in the tailors' trade in this district have been on the whole very harmonious, as no strike or public misunderstanding between employers and employés has taken place during the past ten years.

The conditions which prevail and which have prevailed in the other trades in this locality have been for a considerable period fairly satisfactory, strikes not being of frequent occurrence or prolonged in duration. This matter has been fully referred to in the report on the condition of labor to your Department, sent from this consulate per dispatch No. 82, dated 24th May last.

In answer to interrogatories to which reference has been made, viz:

TRADE SCHOOLS.

There are no ordinary schools where boys belonging to respectable families can learn the tailor's trade or other general trades in this consular district, but there are one or two industrial schools, supported partly by the Government and public contributions, in which destitute boys and street waifs (whose parents are careless about their upbringing, and who are likely to lapse into crime, or who have already committed petty offenses against the law) are detained for a period of from four to five years. In these institutions stern discipline as regards sanitary behavior and general conduct is strictly enforced, and in them the tailor's trade (which is the principal one) and other trades, such as that of a shoemaker, carpenter, &c., may be learned, but not very efficiently. There is also a reformatory school in this district to which young criminals are sent, and in which amongst other trades taught tailoring is a leading one. The rules and discipline governing this institution, while not so rigorous as those of a common prison, are of a very similar character. The system of teaching handicrafts in these schools, so far as turning out proficient workmen is concerned, is said not to be a success. The most of the lads, after serving an apprenticeship to the trade taught, have to engage in regular workshops as "improvers," and therefore have necessarily to accept lower wages for a time than the standard pay of competent workmen.

TRADE GUILDS AND TRADE ASSOCIATIONS.

There are no societies connected with the tailors or other trades in this district called guilds. But like nearly all other trades in this locality, tailors have a trades-union and associated with it a benefit or friendly department that affords pecuniary relief during the sickness of a member, and in the case of death allows from \$30 to \$50 for funeral money to his next of kin or nominee. The rules by which these trades unions are governed will be seen from the following copies of rules of trades unions hereto annexed, viz.:

1. Rules of the Amalgamated Society of Tailors, established March, 1866.
2. Rules of the Operative Masons' Association of Scotland, instituted October, 1831, reinstituted June, 1852.
3. Rules for the government of the Associated Carpenters and Joiners of Scotland, adopted at Edinburgh by delegates from the principal towns in Scotland September, 1861; and revised at delegate meetings held in Glasgow July, 1865, and April, 1867; by the votes of the members 1871; at delegate meeting held in Edinburgh August, 1873; and by the votes of the members 1877 and 1880.
4. Rules of the United Operative Plumbers' Association of Great Britain and Ireland, established 1865, with the whole of the alterations made at the several delegate meetings, including the one held in Birmingham May, 1883.
5. Rules and Regulations of the United Operative Cabinet and Chair Makers' Association of Scotland, agreed to at a meeting of delegates representing the cabinet-makers of the principal towns in Scotland, held in No. 6, St. Andrew square, Edinburgh, on the 20th, 21st, and 22d of November, 1873, and confirmed by the several branches of the association January, 1874.
6. Rules for the government of the Associated Blacksmiths of Scotland, established August 24, 1857. Rules revised at Glasgow August 1, 1872.
7. Constitution and rules of the Associated Iron-moulders of Scotland, established at Glasgow March, 1831.
8. Rules and regulations to be observed and strictly enforced by the United Society of Boiler-makers and Iron Ship Builders, instituted August 20, 1834; revised July, 1880.
9. Rules and regulations of the Associated Shipwrights' Society, adopted at Glasgow, by delegates from several ports and districts, February, 1882.
10. Rules of the Operative Bakers' Association, Dundee.

LAWS AND REGULATIONS GOVERNING APPRENTICESHIP.

Apprentices to the tailors' and other trades have (indeed are sometimes bound by legal indenture, although this arrangement is becoming less general) to serve from four to five years learning their handicraft before they are regarded as journeymen and entitled to receive the wages of such, or to be eligible to be admitted a member of the trades-union connected with their trade. Some of the trades-unions allow apprentices to become members during the last year of their apprenticeship. In the case of printers, lithographers, engravers, and some other exceptional trades seven years is the term of apprenticeship. The wages per week of lads during apprenticeship in the tailors' and other trades average for the first year 84 cents, second year \$1.12, third year \$1.75, and fourth or fifth year from \$2.50 to \$3. Apprentices are required to be diligent and faithful servants and obedient to their employers during the whole course of their apprenticeship. If apprentices violate these conditions they may be discharged from their employment, and as a consequence may have difficulty in getting an engagement to complete their apprenticeship. Journeymen in all trades do not like apprentices to serve their apprenticeship with different masters, as this system tends to encourage apprentices to pass themselves off as journeymen before they have fully served the prescribed term for

* These rules, published in full, will be found in the Appendix.

learning their trade. Working tradesmen are very strict on this point. If they find out that a man who has not served a full apprenticeship (although he may be a competent and thoroughly skilled workman) is engaged as a journeyman they will at once demand that he be discharged, or they will leave the service of any employer who retains such a man. This strictness compels lads to complete their apprenticeship and conserves the interest of the legally-qualified journeymen in the different trades.

WILLARD B. WELLS,
Consul.

UNITED STATES CONSULATE,
Dundee, August 4, 1884.

TRADE GUILDS IN GLASGOW.

REPORT BY CONSUL HARTE.

In reply to circular from the Department under date May 18, 1884, requesting information regarding the guilds connected with trade and the laws governing apprenticeship, I have the honor to report as follows:

TRADE SCHOOLS.

With the exception of a weaving school in connection with the technical college there are no schools in this district where boys can learn any trade.

EXISTING GUILDS IN GLASGOW.

There are no guilds connected with trade other than the associations of masters and of workmen mentioned in my labor report. No doubt the ancient guilds or corporations into which craftsmen entered for mutual protection against the feudal oppression of the times, and for the purpose of monopolizing the business which they respectively practiced, are still perpetuated in Glasgow. But the necessities which brought these corporations into being no longer exist, and they are now continued simply as benevolent institutions. There are altogether fourteen of these institutions, and they are known as the fourteen incorporated trades, consisting of hammermen, tailors, cordiners, maltmen, weavers, bakers, skinners, wrights, coopers, fleshers, masons, gardeners, barbers, dyers, and bounet-makers. Some of the corporations are very wealthy and distribute large sums annually to decayed members and descendants of members. New members are still enrolled, and a necessary qualification of a candidate for admission is that he must have been admitted a free burgess and guild brother of the city. It is not necessary, however, that the candidate should follow the trade by which the corporation is known.

LAW CONCERNING APPRENTICESHIP.

The period of apprenticeship in this district varies in the different trades from four to seven years. In some trades a written contract of apprenticeship is entered into. In others the arrangement is verbal. The contract to be binding must, however, according to the law of Scotland, be in writing. No premiums are, as a rule, paid by the apprentice, but, on the contrary, he generally receives some remuneration, increasing in amount each year. The master-and-servant act of 1867 applies to apprentices and provides, (1) whenever the employer or employed shall

neglect or refuse to fulfill any contract of service, or (2) the employed shall neglect or refuse to enter or commence his service according to the contract, or (3) shall absent himself from his service, or (4) whenever any question, difference, or dispute shall arise as to the rights or liabilities of either of the parties, or (5) touching any misusage, misdemeanor, misconduct, ill-treatment, or injury to the person or property of either of the parties under any contract of service, the party feeling aggrieved may apply to the court and lay before it an information or complaint in writing, setting forth the grounds of complaint and the amount of compensation, damage, or other remedy claimed. The person complained against is cited to appear to answer the matter of the information, so that the same may be then and there heard and determined.

The judgment may be one of several things: (1) The judge may make an abatement of the whole or part of any wages due to the employed, or (2) direct the fulfillment of the contract of service with a direction to the party complained against to find forthwith good and sufficient security by recognizance or bond, with or without sureties, for the fulfillment of such contract, and if the order shall direct the fulfillment of the contract and the security to be found and the order be not complied with, the judge may commit the party to jail until he find security, but the term of imprisonment not to exceed three months; or (3) the judge shall annul the contract, and apportion the amount of wages due at the completed period of the contract; or (4) where no amount of compensation or damage can be assessed, or where pecuniary compensation will not, in the opinion of the judge, meet the circumstances of the case, he shall impose a fine upon the party complained against not exceeding £20; or (5) he shall assess or determine the amount of compensation or damage, together with the costs, inclusive of the amount of any wages abated, and direct the same to be paid; or (6) the judge may assess and determine the amount of compensation or damage to be paid, and direct the same to be paid, whether the contract is annulled or not; or (7) in addition to annulling the contract, the judge may impose the fine, not exceeding £20, as before stated.

The master-and-servant act of 1867 gives a right to the servant to redress against the master for misdemeanor, misconduct, or ill-usage, but complaints by servants against masters brought under the statute are rare in Scotland. Complaints at the instance of masters against servants and apprentices have, however, been pretty frequent during the last few years.

BRET HARTE,
Consul.

UNITED STATES CONSULATE,
August 15, 1884.

TRADE GUILDS IN LEITH AND EDINBURGH.

REPORT BY CONSUL MALMROS.

In the circular calling for this report the principal points upon which information is desired are set forth in a series of inquiries which I herein repeat, following each inquiry with all the other reliable information regarding it that can be obtained.

INDUSTRIAL SCHOOLS AND REFORMATORIES.

The only schools in this consular district at which boys can learn the tailor's trade or any trade whatever are industrial schools and reforma-

atories. The inmates of industrial schools consist chiefly of children neglected by, or who have lost, their parents or natural guardians, or whose conduct or surroundings point to the probability of their eventually becoming criminals, unless cared for in these schools.

A good English education is provided for both boys and girls, and in the industrial department all the boys are taught tailoring, also knitting and darning; thereafter, according to capacity, some are taught shoemaking, others box-making, joinery, brush-making, wood-turning, &c., and the less able have always plenty of work at the wood-chopping machine and preparing the wood for sale as fuel.

The girls are taught housework, laundry-work, sewing, knitting, &c.

Various machinery is used in these institutions, with steam for motive power. The inmates make all their own clothing.

The inmates of reformatories are juvenile delinquents convicted of offenses, and sentenced to be placed in a reformatory for a term of usually five years.

The system of education and the industrial training in these institutions are similar to the system and the training in the industrial schools.

In the Wellington Reformatory for Boys, which is located at Penicrick, a village about 10 miles south from Edinburgh, the industrial occupation is varied, and carried on vigorously and intelligently. Connected with it is a farm of nearly 300 acres, on which 50 cows and 9 horses are kept. This gives a large amount of employment. One of the chief and most interesting features of the place is the shoe manufactory, supplied with all the most modern machinery for the manufacture of boots and shoes. There is a tailor's shop, where a great deal of clothing is made. Peat fuel is also manufactured. The boys are encouraged to exertion by fair money rewards for work done, and are allowed to appropriate their earnings as they think fit, under certain regulations.

There are industrial schools and reformatories at most of the other large centers of population in Scotland, and very many of them throughout England.

One variety of those in Scotland elsewhere than within this district is the Mars industrial school-ship, moored in the Frith of Tay at Dundee. Besides receiving education and industrial training similar to what are had in the other schools, the boys are well trained in all nautical exercises, and a large number annually have practical experience of a sailor's life in the tender. A great many of the boys enter the merchant shipping service, others enter the royal navy, principally as band boys, many of them being excellent musicians.

At all the industrial schools and reformatories when the training of the inmates is completed or their allotted term ended they are provided with situations either in this country or abroad, and a large majority, perhaps three-fourths of them, are known to do well.

EXISTING TRADE GUILDS IN EDINBURGH.

Among the old guilds or incorporated trades of Edinburgh that of the tailors still exists, but without any of the features which distinguished it in former times.

The following are the guilds or incorporated trades of Edinburgh now existing: Goldsmiths, bonnet-makers, skimmers, furriers, wrights (carpenters), hammermen (blacksmiths, locksmiths, and all trades wherein the hammer is used), masons, tailors, bakers, fleshers (butchers), cordiners (cordwainers or shoemakers), websters (weavers), waulkers (fullers of cloth).

Formerly, and until comparatively recent times, no person could commence business in the city of Edinburgh in any trade represented in the foregoing list unless permitted by the guild thereof. Such monopoly and other privileges were swept away by the reform bill passed by the British Parliament in the year 1832.

There are no schools of any kind connected with these guilds or incorporated trades.

The goldsmiths' guild is the only one that yet retains a few of its old features. Every member of it must have served an apprenticeship of seven years in the trade, and he must either have served two years additional under a master, or have been in business such time on his own account. Further, by the terms of his indenture, an apprentice is bound to the guild—not to the employer whom he has to serve. The widow of any member receives a small annuity, and members on arriving at the age of fifty receive a similar yearly allowance.

All the other guilds enumerated are simply benefit societies. In each of several instances there are only a few individuals remaining now to represent the guild, and according as those individuals die off the solitary survivor will probably become owner of such capital or property as may remain belonging to it.

LAWS AND REGULATIONS GOVERNING APPRENTICESHIP.

In the tailors' trade in Edinburgh or Leith the term of apprenticeship is five years, the apprentice usually receiving as wages the sum of 2s. 6d. (about 60 cents) per week and his share of "the rags" (or waste clippings, &c.) of the shop. Those rags, when sorted out and sold, bring up the value of his weekly wages to about 4s. (97 cents). In many instances the pay in cash per week is 3s. (about 73 cents) during the first year of apprenticeship; 1s. (24 cents) additional per week of second year, and so on, 24 cents per week of advance each year to end of term, the apprentice receiving also his share of the rags throughout the period. During his first and second years the apprentice is ordinarily employed on messages and in making himself generally useful; during the third, fourth, and fifth years of his term he is occupied sewing and tailoring.

In small rural towns or villages the term of apprenticeship is also five years, and the apprentice is frequently boarded with his employer, in which case no other remuneration for his services is given.

In the goldsmiths' trade the term of apprenticeship is seven years; so also in a few other trades.

In the legal profession the term of apprenticeship is five years, and in most other lines of business the term is five, and in some cases four, years.

WATT INSTITUTION AND SCHOOL OF ART.

Although, with the exceptions before mentioned, there are no schools in this district where any particular trades are taught, yet there are two schools in Edinburgh which, on account of their influence on skill, taste, and general efficiency of workmen in the mechanical trades, are deserving of notice. One of these is the "Watt Institution and School of Arts," founded in 1821, "for the better education of the mechanics of Edinburgh in such branches of physical science as are of practical application in the several trades." Since its foundation the school, which claims to be the first institution in Great Britain established for the express purpose of giving education in the principles of science to the

industrial classes, has been resorted to annually by large and increasing numbers, mainly of young persons busily engaged during the day, and is acknowledged to have had a most beneficial effect in every respect on its pupils. Besides those subjects which are taught, furnishing a good general education, with a view to carry forward the work begun by the elementary schools, the Watt Institution and School of Arts embraces in its curriculum the following subjects, which are more specially calculated to improve the mechanic in the practice of his trade, viz: Heat, magnetism, electricity, mechanics, mechanical and architectural drawing, engineering, freehand drawing, and organic and inorganic chemistry, with special reference to technological interests.

The number of students attending the Watt Institution and School of Art in 1863-'64 was 667; in 1873-'74 the number was 1,134; and in 1883-'84 it has risen to 2,155.

EDINBURGH SCHOOL OF ART.

The other school referred to is the "Edinburgh School of Art, under the superintendence of the Board of Manufactures, Royal Institution, Edinburgh," and in connection with the department of science and art, London. It has been established for many years, and has for its object the education of artists, artisans, and others (male and female) connected with manufactures. Instruction is given in, among other subjects, the following: Freehand drawing, practical geometry and mechanical drawing, architectural drawing, drawing from models, drawing ornaments, the study of historic styles of ornament, ornamental design and modeling. It is generally conceded that such a course of instruction results in a good education of the eye and the hand, and develops the sense for appropriateness and beauty of shape and color, and is therefore of great benefit to artisans of every description.

ELEMENTARY SCHOOLS AND TECHNICAL INSTRUCTION.

Following up these remarks I have to state that a system of technical education in connection with elementary schools here has been proposed and is under contemplation. The report of the royal commission on technical instruction was lately published and contains much that is interesting on the subject. The commissioners do not recommend any extreme departure from present modes of tuition. They remark that the teaching of science and art is defective in schools of all grades, with a few rare exceptions, and the appliances they suggest for its improvement are designed to supplement existing arrangements, not to supersede them. While they attach importance to the instruction in science of all who are to be in any capacity connected with manufactures, they appear to attach the greatest importance to it in the case of those who are to be the acting masters or the managers of great factories or workshops. The commissioners think it a mistake that those who are preparing for such positions are detained at theoretical work in school and college till they are twenty-two or twenty-three years of age. They recognize that the workshop is, after all, the best of technical schools, and they disapprove of entrance into it being postponed to an age at which young men are less inclined to submit to its discipline. The excellent suggestion is made that the students should attend a good modern school in which they will be taught science and modern languages, as well as the ordinary branches of education, till they reach the age of sixteen; then they should attend a technical college for two years, after

which they should enter on their practical apprenticeship in the workshops. They will then be in the best possible condition for acquiring technical knowledge as well as manual skill. It is held that the elementary school is not a place in which technical instruction can be given, but, if artisans are to have any knowledge of the rudiments of the sciences bearing on industry, it is in the elementary school that that knowledge must be acquired.

By their inquiries in France and other European countries the commissioners have been led to attach great value to the teaching of rudimentary drawing in common schools. They believe that it not only trains the eye and improves the taste, but that it also imparts a power which is invaluable to the handicraftsman as a means of expressing his ideas and of interpreting the ideas of others. Therefore they make it a special recommendation that elementary drawing should be taught to every child. The subject at present is only taught in schools that voluntarily adopt the scheme of the science and art department, and this is not done by any means to the extent that is desirable.

PREVALENT RELATIONS BETWEEN EMPLOYER AND EMPLOYÉ.

The conditions which prevail between employer and employed are various. In large centers of population and among the more intelligent classes of employés the feeling is good and kindly, as a rule. Such is the case in offices and stores, in the printing and book-binding trades (both of which employ a great number of hands throughout Edinburgh), in paper and net manufactories, in spinning and other mills, and like occupations; but in the ship-building trade, and especially in country districts among iron-workers and coal-miners, the feeling is not always friendly by reason of the frequent strikes of those operatives.

Labor in most industries is carefully organized by unions, whose funds are large and whose influence in trade matters is very great. A development of these unions is the Edinburgh Trades Council, an influential association, formed of representatives of the various trades.

The following are the objects of the trades council, viz:

1. To take combined action on all matters affecting wages, hours of labor, or local disputes on labor questions.
2. To examine and report upon all bills introduced into the British Parliament affecting or likely to affect workmen generally.
3. To organize demonstrations in favor of or against any movement affecting their interests.
3. To petition Parliament for or against any bill likely to affect their various trades.

The trades council is constituted as follows:

1. Members of the various trades carried on in the locality in which the council meet are entitled to send one or more of their trade (according to the number of men employed in the locality) to represent their body at the council meetings.
2. The necessary expenses are met by a small subscription amongst the trade sending members to represent it.
3. The business is conducted by a president, secretary, and treasurer, along with the representatives.
4. Meetings are held fortnightly.

Employers, like employés, have their organizations. One of these is the National Association of Master Builders, another the East of Scotland Association of Engineers and Iron Founders, and a third is a coal masters' association.

Strikes, except amongst-coal miners, iron-workers, and ship-builders, are not frequent. These strikes are promoted very much by paid agitators. The history of strikes during the past thirty or thirty-five years is well calculated to afford good lessons for future guidance to both employers and employes.

Disagreements between workmen and their employers are very rarely settled by arbitration.

With reference to the means furnished for the safety of employés in factories, mines, mills, &c., it may be stated that ample provision is made for the safety of employés in probably all occupations in which there is any risk by machinery, by noxious gases or other causes, or from circumstances tending to produce insanitary conditions. Acts of the British Parliament have been passed at various times regulating such matters, and inspectors are appointed who visit the factories, mines, mills, &c., to see that the various requirements of these acts are carried out. One of these is the "coal-mines-regulation act" (passed in 1872), and another is the "metalliferous-mines-regulation act" (passed in 1872). A copy of the "act to consolidate and amend the the law relating to factories and workshops," passed May 27, 1878, and of another "to amend the law relating to certain factories and workshops," passed August 25, 1883, are inclosed along with this report.

In this connection I have to add there is another act of Parliament termed the "employers'-liability act" (1880), according to which compensation is obtainable from the employer when personal injury is caused to a workman "by reason of any defect in the ways, work, machinery, or plant," or, "by reason of the negligence of any person in the service of his employer." In such case, "the workman, or, in case the injury results in death, his representatives, shall have the same right of compensation and remedies against the employer as if the workman had not been a workman of, nor in the service of, the employer." Further, "the amount of compensation recoverable shall not exceed such sum as may be found equivalent to the estimated earnings during the three years preceding the injury of a person in same grade."

There are insurance companies whereby an employer insuring therein is saved any outlay when damages are claimed from him for injury to one of his workmen.

As showing how far the workman is cared for, not only in the factory, in the mine, in the mill, or other place wherein any risk attends the employment, but afterwards, when his wages are paid, it is ordered, under "a penalty not exceeding £10 (\$48.66) for each offense," that the payment of wages shall be made elsewhere than in a public house. According to the "payment of wages in public houses prohibition act" (1883), which was intended as an extension of the prohibition to like effect contained in the "coal-mines-regulation act" (1872), and the "metalliferous-mines-regulation act" (1872), it is ordered that no "workman," which expression "meant any person who is a laborer, servant in husbandry, journeyman, artificer, handicraftsman, or is otherwise engaged in manual labor," shall be paid "wages within any public-house, beer-shop, or place for the sale of any spirits, wine, cider, or other spirituous or fermented liquor, * * * save and except such wages as are paid by the resident owner or occupier of such public-house, beer-shop, or place, to any workman bona fide employed by him.

POLITICAL RIGHTS OF WORKINGMEN.

With regard to the political rights enjoyed by workingmen in Scotland, I have to say that every householder in towns who pays taxes (in

Edinburgh or Leith that is every one whose annual rent is £4—about \$19.47—or more per annum), has a right to vote at elections of municipal rulers or of members of Parliament for the locality where the voter lives. The rental qualification in rural districts is £14 (\$68.13). For some time there has been considerable agitation by the liberal section of politicians in Great Britain to have the rural vote placed on same level as that in towns; that, if accomplished, will enfranchise upwards of two millions of the people in country districts who at present have no vote. The average annual rent paid by the workingman in Edinburgh may be stated as £9 (about \$43.80).

EMIGRATION.

The chief cause which leads to the emigration of the working-people may be said to be overpopulation.

The causes which influence their selection of their new homes are various. Doubtless many are influenced by letters from friends abroad, or by hearing of those who have succeeded in other countries. Others follow “a rush,” such as there was lately to Manitoba, and a certain number always will be influenced in their choice by shipping agents interested in forwarding emigrants to new lands.

The following figures show the number of English, Scotch, and Irish emigrants that left the United Kingdom for countries out of Europe in the year 1882:

English.....	162,992
Scotch.....	32,242
Irish.....	84,132
Total British origin.....	279,366
Foreigners.....	130,029
Not distinguished.....	3,893
Total emigrants.....	413,288

For same year the countries to which emigrants go were as follows:

United States.....	295,559
British North America.....	53,475
Anstraliasia.....	38,604
All other places.....	25,670
Total emigrants.....	413,288

As to the occupations of the adult male and female emigrants in 1882 I find that 69,732 persons of British and Irish origin were generally laborers; 65,593 were females and 22,728 males whose occupations were not stated; 21,460 were domestic and farm servants, nurses, &c.; 13,401 gentlemen, professional men, merchants, &c.; 5,726 were mechanics; 5,138 were agricultural laborers, gardeners, carters, &c.; 3,078 were miners and quarrymen; 4,866 farmers and graziers; 1,969 bricklayers, masons, plasterers, slaters, &c.; 1,822 carpenters and joiners; 1,676 clerks and agents, and 1,075 shopkeepers, shopmen, warehousemen, &c.

At no previous period had so large a number of British emigrants gone to the United States as during the three years 1880, 1881, and 1882, the number being 524,577.

CO-OPERATION.

Co-operation in matters of trade has undoubtedly become an established institution throughout Great Britain. Evidence of this is in the

fact that in Derby a few weeks ago the sixteenth annual meeting of the Co-operative Congress was held under the auspices of the co-operative societies of the United Kingdom. Further evidence of the success of co-operation is contained in the statistical report of the central board, which was submitted to the meeting on that occasion. That report shows that there are in the United Kingdom 1,346 co-operative societies, with 661,000 individual members, and a capital of nearly nine millions sterling (\$43,798,500.) During last financial year the turn over was \$129,526,764 and the declared profits amounted to \$10,279,726.94, which is equal to interest on the capital at the rate of 23 per cent. In addition to the \$43,798,500 used as trading capital, the societies have invested four and a quarter millions (\$20,682,625) in other ways, from which they derive an annual profit of \$637,511.50.

But such success belongs chiefly to co-operation as applied to the distribution of commodities, and not at all, or only in small degree, to co-operative production.

Twenty-one years' progress of the co-operative societies in the United Kingdom is shown by the following figures, representing the total sales in 1862 and in each fifth year on to 1882.

1862.....	\$11,356,089 68
1867.....	29,204,611 07
1872.....	63,227,246 94
1877.....	104,016,634 26
1882.....	120,526,764 00

The only exception to the yearly advance in the amount of sales was in 1879, a time of universal depression in business, much of it in this country consequent on the collapse of the City of Glasgow Bank. The amount of sales in 1879 shrank to \$99,109,202.13, but, with the great improvement in trade during following year the amount rose to \$113,056,956.12, and reached \$121,302,403.33 in 1881.

The Scottish Co-operative Wholesale Society (limited) merits special mention. It is a federation of the co-operative societies in Scotland, and was instituted and is carried on for the purpose of aggregating the purchasing power of those societies, and with a view to bring them into closer contact with the producer, thus adding the profit of the wholesale merchant to that of the retail store, and by that means increasing the consumer's profit.

The society owns stores and land in Leith, Glasgow, and Kilmarnock, which, with their fittings and fixtures, have cost \$245,923.71. A branch of the society has also been established at Dundee.

Although the English and the Scottish co-operative wholesale societies are not amalgamated as one society they have together a mutual arrangement of purchasing goods for each other and supplying the same at cost, so that they are never found competing with each other in any market.

In consequence of the enormous amount of trade done by the two wholesale societies they find it of the utmost advantage to place their own buyers on all the chief produce markets of the world. The buyers are placed on the principal markets of Great Britain and Ireland; two in the United States, and one in Denmark.

As illustrating the extent to which purchases are made in the United States for these societies, I quote the following paragraph from a book published during the present year on the "Origin, Growth, and Usefulness of the New York Produce Exchange:"

Since February, 1876, the societies have been permanently represented in the American markets by Mr. John Gledhill, and he is actively engaged in buying all

classes of provisions and shipping them to England and Scotland. He now does an enormous business, his purchases last year representing between two and three million dollars.

The trade of the Leith branch of the Scottish Co-operative Wholesale Society during 1882 amounted to \$1,001,175.31.

Much more than the foregoing might be said showing the great success which has attended co-operation as applied to distribution. Obvious economic considerations favor co-operative societies and co-operative stores which tend to promote their success. The principal of these is, that they are organizations for the practice and encouragement of thrift—the leading features of the system—namely, that all transactions are for ready money, and that all profits belong to the consumers—give great advantages both to the societies and to their customers; at same time the working expenses are kept down, and the risks of loss involved in the credit system are avoided. To the laboring classes or others in the receipt of weekly wages any such inducement to thrift and regularity must be a great boon.

On the other hand co-operative production has not been an unqualified success in Great Britain hitherto. In some instances—probably in the manufacture of articles in constant request and for which the co-operative stores or societies are the customers—it has succeeded, but in others it has been a failure, and it is deserving of note that the failure has been greatest in connection with those industries which are liable to recurring periods of depression. The leading characteristics of the co-operative store are wanting in the co-operative factory—one of these is, that the partners are customers. The partners in a store may easily enough form a sufficient body of customers to make it pay, but the co-operative factory, like any other factory, must seek to carry on business with the general public or the world at large, and in so doing it has to compete with other factories under unfavorable conditions.

HABITS AND CONDITION OF THE WORKING CLASSES.

The habits and condition generally of the working classes in this consular district and throughout Scotland have much improved, and appear in favorable contrast with what they were a comparatively few years since.

According as schools and other educational advantages have been obtained, according as friendly and other benefit societies, co-operative stores and building societies, and other institutions encouraging thrift have multiplied, so have the people improved.

Their diet is better than it was twenty years ago. Much of the improvement in this respect is doubtless due to schools of cookery now available in most towns throughout Scotland. Many articles of diet formerly regarded as luxuries are now considered necessities.

Their houses are generally speaking more healthy as well as more roomy, and in every way better for people to live in. The furniture of these homes is also better than formerly—more costly and more tasteful.

All over the kingdom, and more particularly in towns, the number is continually increasing of those who are owners of the houses in which they live.

Relative to this question is the following statement quoted from the registrar-general's report on the census taken in the year 1881, which exhibits the number and proportion of families in houses of different sizes in Scotland in 1871 and 1881.

Houses of—	1871.		1881.	
	Families in houses of different sizes.	Families in houses of different sizes.	Families in houses of different sizes.	Families in houses of different sizes.
		<i>Per cent.</i>		<i>Per cent.</i>
1 room, no window.....	1,515	0.2	492	0.06
1 room, with window.....	237,270	32.12	210,753	26.00
2 rooms, with windows.....	274,938	37.21	315,652	38.94
3 rooms, with windows.....	92,892	12.57	119,528	14.74
4 rooms, with windows.....	43,913	5.94	55,207	6.81
5 rooms, with windows.....	23,510	3.18	29,574	3.65
6 rooms, with windows.....	17,966	2.43	21,666	2.67
7 rooms, with windows.....	11,063	1.49	13,540	1.67
8 rooms, with windows.....	8,848	1.20	10,843	1.34
9 rooms, with windows.....	6,247	.85	7,912	.97
10 rooms, with windows.....	4,890	.66	6,226	.77
1 to 15 rooms, with windows.....	10,400	1.41	13,023	1.61
6 to 20 rooms, with windows.....	2,975	.40	3,407	.42
1 to 25 rooms, with windows.....	917	.12	1,034	.13
6 to 30 rooms, with windows.....	546	.07	609	.07
1 rooms, and above, with windows.....	1,006	.14	1,233	.15
Total.....	738,836	100.00	810,699	100.00

More conclusive evidence than this table affords of the increased and increasing comfort of the people could scarcely be given. Those who now live in houses of one room are fewer than they were; there is a considerable increase in the number living in two rooms and three rooms; and, indeed, house accommodation throughout Scotland is manifestly much better than it was in the year 1871.

OSCAR MALMROS,
Consul.

UNITED STATES CONSULATE,
Leith (Edinburgh), August 9, 1884.

FRANCE.

TRADE GUILDS IN MARSEILLES.

REPORT BY CONSUL MASON.

In response to the Department circular of May 18 asking for specified information concerning the conditions which prevail between merchant tailors and their employés in this consular district, I have to submit the following:

TRADE SCHOOLS AND GUILDS IN MARSEILLES.

There are no schools in this district at which apprentices can learn the tailors' trade.

There is one small guild or association of tailors in Marseilles, known as a "chambre syndicale." The declared object of this organization was to fix the rates of compensation for workmen in the trade, but it includes, as members, only about thirty of the thousand or more operatives in Marseilles, and must be regarded a failure, as its influence as an organization is not sufficiently positive to exercise any authority over employers or employés. Every workman makes the best terms he

can with his employer. The rates of compensation vary slightly with the season, but the following prices represent a fair average: For making a dress-coat, \$4.40; a frock coat, \$3.60 to \$4; a sack coat, \$2.40 to \$2.80; an overcoat, \$3.20; a vest, 60 to 70 cents; and a pair of trousers, 60 to 70 cents.

The work is managed quite in the manner usually practiced in the United States, viz: the clothing is cut at the store where it is ordered and given out to be made by tailors who work at home, regulating their hours of labor as they choose.

During the busy season good workmen can earn as much as 10 or 12 francs per day, but as they are often without work in the dull season their average earnings throughout the year are only about 5 francs per day.

In respect to the general subject of workingmen's guilds it must be said that the working trades people, in this part of France at least, do not seem to incline strongly toward such organizations. Such small associations as do exist have for the most part been long established and are rather of a social than a business character. They are, moreover, so weak in number, and the supply of labor in all trades so far exceeds the demand, that the employers have practical control of the questions of wages and condition of labor.

LAW REGULATING TRADE GUILDS.

On the 13th of March, 1884, the French Government, after a prolonged consideration of the subject by the Senate and Chamber of Deputies, enacted the following statute, which now regulates the interests of workingmen's guilds throughout the whole of France:

ARTICLE 1. The law of June 14-27, 1791, and article 416 of the penal code are (hereby) repealed. Articles 291, 292, 293 and 294 of the penal code and the law of April 18, 1884, are not applicable to the "syndicats professionnels."

ART. 2. The trades "syndicats" or associations, even when composed of more than twenty persons practising the same profession, similar trades or conjunctive employments concurring in the preparation of well determined commodities, may freely form an association without the Government's permission.

ART. 3. The "syndicats professionnels" (trades associations) shall have as an exclusive object the study and protection of economic, industrial, commercial, and agricultural interests.

ART. 4. The founders of any "syndicat professionnel" shall report the regulations and the names of those who may in any capacity be intrusted with its management or direction. This deposit shall be made at the "Mairie" (Mayor's office) of the place where the "syndicat" is established, and in Paris at the "Prefecture" of the (department of the) Seine. This deposit (or report) shall be renewed at any change in the management or regulations. The regulations shall be communicated to the "Procureur de la Republique" (Government attorney) by the mayor or by the "Prefet of the Seine." The members of any "syndicat professionnel" having in charge the management or direction of such "syndicat" shall be French citizens in possession of their civil rights.

ART 5. The "syndicats professionnels" regularly established under the provisions of this law will have full liberty to concert in the study and protection of their economic, industrial, commercial and agricultural interests. These unions shall make known in conformity with paragraph 2, of article 4, the names of the "syndicats" of which they consist. They shall not be allowed to own real estate or to appear in courts of justice.

ART. 6. The "syndicats professionnels" of employers or operatives will have the right to appear in courts of justice. They will have the free use of sums accruing from contributions. Yet they will not be allowed to purchase other buildings than those that may be necessary for their meetings, libraries, or courses of study in professional tuition. They will be permitted to establish among their members special funds for pensions and mutual assistance without special permission, but in compliance with the other provisions of the law. They will have full liberty to establish and conduct information-offices on the labor supply and demand. They will have a

right to be consulted on all disputes and all questions relating to their specialty. In litigations the advice of the "syndicat" will be held at the disposal of the parties who will have a right to take knowledge and copy thereof.

ART. 7. Any member of a "syndicat professionnel" may withdraw at any time from the association, notwithstanding any contrary clause, but without debarring the "syndicat" from the right of claiming the contribution for the current year, which may become due from such person. Any person who withdraws from a "syndicat" preserves his right to be a member of the mutual assistance or old age pension associations, to the resources of which they have contributed through assessments or cash payments.

ART. 8. When property shall have been acquired in opposition to the provisions of article 6, the annulment of the acquisition or donation will be open for prosecution on the part of the "Procureur" of the Republic or of the parties concerned. In the case of acquisition the property shall be sold, and the proceeds paid into the association's fund. In the case of donation the property shall be restored to the donors or to their heirs, or those may have a claim on the same.

ART. 9. All infringements of the provisions of articles 2, 3, 4, 5, and 6 of the present law, will be prosecuted against the directors or managers of the "syndicat," and mulcted in a fine of from 16 to 200 francs. The courts may, moreover, upon proceedings taken by the "Procureur" of the Republic, decree the dissolution of the "syndicat" and the nullity of its acquisitions of real estate effected in violation of the provisions of article 6. In the case of false declaration as to the regulations and the names and qualifications of the managers and directors, the fine may be increased to 500 francs.

ART. 10. The present law is likewise applicable to Algeria. It is also applicable to the colonies of Martinique, Guadeloupe, and La Reunion. However, foreign workmen employed under the name of immigrants cannot become members of a "syndicat."

It is as yet too early to estimate the full effect of the statute upon the labor organizations of France, but so far as can be ascertained the industrial classes are content with the law and the method of its enforcement.

FRANK H. MASON,
Consul.

UNITED STATES CONSULATE,
Marseilles, June 26, 1884.

SWITZERLAND.

TRADE GUILDS IN BASLE.

REPORT BY CONSUL GIFFORD.

In reply to the Department's trade-guild circular of May 18, 1884, I have the honor to state that the institutions to which it refers have no longer any existence in this district.

The relations between employer and employé, and between master and apprentice, are determined by a voluntary contract between the parties interested.

The old corporations have long since disappeared, at least in their character of active industrial organizations. The Zünfte, which still exist in name, are kept up for social purposes, or for the management of the property, sometimes considerable, which they have inherited. So far as apprenticeship is concerned there are no restrictions whatever; a person desiring to learn a trade may do so whenever he can find an opportunity, and any one may give him instruction who has the ability and desire to do so.

So far, then, as the organization of labor is concerned, there is no apparent difference between the state of things here, and the entirely voluntary system which prevails in the United States.

In reply to the questions having especial reference to the tailors' trade, I have to state that no schools exist where it is taught, and that, like other trades, it is now wholly independent of guilds or systems of apprenticeship.

GEORGE GIFFORD,
Consul.

UNITED STATES CONSULATE,
Basle, July 7, 1884.

TRADE GUILDS IN BERNE.

REPORT BY CONSUL-GENERAL ORAMER.

Referring to the Department's trade-guild circular of the 18th of May last, requesting certain information concerning the "tailor guild," as well as the conditions which prevail and have prevailed for some time between employers and employes in this consular district, I have now the honor to give below all the information obtainable on these subjects.

THE TAILORS' GUILD IN BERNE.

The "tailor guild" in this city and district was abolished about forty years ago. There exists here a so-called "tailors' endowment fund," having its origin in a legacy, administered by the "citizen's guild," called "mohren." From the proceeds of this fund are paid annually \$58 each to the two oldest tailors and tailoresses, and, secondly, about \$39 to the "Tailors' Sick Endowment Fund," from which tailors who contribute a small annual fee in case of sickness receive a weekly stipend. Besides this, two male apprentices and two female apprentices who desire to learn the tailor's trade, but who must have been brought up in a charitable institution (that is, who are orphans), are supported from this fund. Apprentices must bind themselves for three years; during their apprenticeship they receive nothing from their masters except board and lodging. Their other expenses are paid from the fund referred to. Journeymen tailors, that is, those who have no establishment or tailor shop of their own, earn most by working "by the piece," that is, by making complete but single pieces. For instance, one makes nothing but coats; another, vests; another, pantaloons, &c. Nevertheless, each one must be able to make complete suits; that is, every article that falls within the tailor trade. Each journeyman tailor traveling through this city or district receives a fee of 10 cents. Otherwise the tailor trade is conducted here in a similar manner as that in the United States, and the relation of employer and employé in this trade is also similar to that existing in our country. Employes in this trade earn from 50 cents to \$1 per day, according to the nature of the work, ability, and the number of hours devoted to work.

TRADES ASSOCIATIONS.

There are no guilds connected with this (the tailors') trade, other than has been mentioned above. Nor are there guilds connected with any other trade. Most trades have, however, so-called "trades associations," similarly organized as those in the United States; that is, for mutual benefit and protection. Those trade guilds that formerly existed are all abolished. Some, however, still exist in name, having a

certain amount of funded property, the proceeds of which are divided among its members according to their respective ages, conditions, and contributions, either annual or once for all. Such guilds are therefore nothing more or less than benevolent or charitable associations, and hence have in reality nothing to do with the trades whose names they bear.

APPRENTICESHIP.

Apprentices of most trades are by general consent (there are now no specific laws on this subject) required to serve a term of three years. Some receive a small monthly stipend, but no board and lodging; others receive board and lodging, but nothing else. In some cases apprentices, by paying a certain sum, say from \$20 to \$50, will have to serve but one and a half to two years. Nor is it now absolutely required, as in former times, for apprentices who have served their stipulated time, to travel and work in foreign lands for three or more years before they are permitted to begin as "masters." Indeed, most of the former oppressive restrictions that had been imposed upon apprentices and journeymen of the different trades have been abolished. In trades and professions, however, in the administration of which human health and life are at stake, such as druggists, apothecaries, &c., apprentices are by law required to serve three years and to pass an examination in a prescribed course of study.

Apprentices here, as a rule, occupy a more subordinate position in relation to their masters than they do in the United States. The former have less personal liberty and have to work longer than the latter. This, however, is due not so much to the lack of appreciation by the masters of their apprentices as to the influence which the laws and regulations of the former guilds still exert upon trade life, at least to some extent. There are, however, efforts made in various places to afford to apprentices opportunity and facilities for acquiring the technical knowledge necessary for perfecting themselves in their respective trades. Competition, being the soul of trade, inspires both masters and apprentices with laudable ambition to bring the articles of their manufacture, as to quality, fashion, and durability, to the best possible perfection, so as to secure the best and most numerous customers. On the whole there is a strong desire on the part of masters and apprentices that the latter should learn their respective trades or professions in the most approved manner. They may be a little slower in their work than their American colleagues, but they are at least as thorough, if not more so, than they.

M. J. CRAMER,
Consul-General.

UNITED STATES CONSULATE-GENERAL,
Berne, July 7, 1884.

TRADE GUILDS IN GENEVA.

REPORT BY CONSUL ADAMS.

In replying to the trades-guilds circular of the Department, dated May 18, I have to report what was said in my report on labor, that in this district neither capital nor labor has received anything like the organization which in other countries has grown out of the hostilities of the two. I cannot find that any associations of employers for regulat-

ing prices or other purposes of common interest exists here at all. An attempt was made not long ago to form a kind of club of the manufacturers of watches, musical-boxes, and jewelry, the three principal industries of the country, but no one took much interest in it, and it came to nothing. On the other hand, there are a number of societies of workmen employed in tailoring, carpentry, and other of the general trades, but they seem to be more for convivial than practical purposes, and are a sign of the growing extravagance which I have noted in the labor report as the chief source of the embarrassments of the working class. I am informed that they have no effect whatever on prices or the general conditions of trade.

The only noteworthy exception I have found to this statement is the typographical society of Geneva, which is a section of the Printers' Federation of French Switzerland, and so an importation rather than a native product of the place. It includes on the same terms both employers and employes, with committees of administration and arbitration, and is in effect an organization to anticipate and settle in advance all differences between the two. Its object is defined in the statutes to be "the maintenance and improvement of the prices of labor, the establishment of uniform tariffs, the regulation of apprenticeship, mutual aid in case of sickness or lack of employment, the perfecting of the art, and the exclusion from employment, by all legal means, of women as compositors."

Its rules for the admission and discharge of members and for the transaction of business are those common to such associations. Its most important function is the adoption once in five years by a mixed commission of employers and employes of a tariff of wages binding upon all the affiliated establishments. According to this tariff compositors are paid from 11 to 15 cents per 1,000 ems, with special rates for impressions in foreign languages, and the fourth of those rates for distributing type. Every establishment employing 10 workmen is entitled to 1 apprentice; if more than 10 to 2. Apprenticeship is for three years, preference being given to the sons of members. Each apprentice must serve on probation for two months, after which he passes an examination. He is received as a workman and member of the society after another examination at the end of his term.

These are the only rules of apprenticeship for any of the trades which I have obtained.

Complaint is made that the watch manufacturers and other similar trades are suffering from the decrease in the number of apprentices and their terms of service.

The whole subject of technical education is left to the State. The cantonal government maintains two industrial and commercial schools, free to all, in which are taught, besides the ordinary branches, book-keeping, drawing, and modeling, physics, chemistry, natural history, and mechanics. The city has an industrial school, a school of fine arts, drawing schools, a special school of art applied to industry, and a school of watchmaking, this last an institution admirably installed and equipped, and maintained at a cost of over \$10,000 a year. Similar schools to these are founded in the other cantons.

LYELL T. ADAMS,

Consul.

UNITED STATES CONSULATE,
Geneva, August 27, 1884.

TRADE GUILDS IN ZURICH.

REPORT BY CONSUL BYERS.

I have the honor to acknowledge receipt of the trade-guild circular of the Department, dated May 18, 1884, received this month. Replying to the same, I beg to state that—

1. There are no merchant-tailors' schools in Zurich, nor in any other place in this country. Unions of master tailors were formed at different times, but dissolved again.

2. Regular trade guilds no longer exist in this district, or in any other part of Switzerland, all trades being free in this country.

3. There are no regulations fixed by law governing the apprenticeships of the different trades. The terms between master and apprentice are left to be agreed upon by the parties individually.

Tailors' apprentices have been and are still difficult to secure all through this country, for which reason a great number of foreigners, particularly Germans, are settling down here and are taking hold of the trade.

TAILORING IN SWITZERLAND.

The tailoring trade (to measure) has generally gone back. The change for the worse is no doubt principally to be attributed to the increase of large wholesale traders or manufacturers, and the large imports from England, France, Germany, and Austria. The most important part of the business went over into the hands of the wholesale traders, so that the proper trade, that of the hand-laboring tailor, has assumed an altogether different and much more unfavorable shape. Also as regards the capability and education of most of the workmen there is much room for improvement, and the want of good workmen is felt here as elsewhere.

According to recent statistics of the tailoring trade (gentlemen's clothing), the number of the small master tailors is estimated at 3,000. In large measurement and manufacturing business the number of masters, workingmen, apprentices, including females, is 1,400. The total production 25,000,000 francs a year. Import of ready-made clothes, 14,000,000 to 15,000,000 francs. The export is next to nothing. The consumption in this country will, therefore, amount to from 40,000,000 to 45,000,000 francs, or 35 francs a head per annum for the male population.

The condition of wages of the better class of tailors during the eight months, with good regular work, is for males, 4 francs; females, 3 francs; for the other months (*morte saison*) half of these wages. The average wages may, therefore, be estimated at 3.30 francs to 3.50 francs a day for workmen, and 2.50 francs for females.

A GENERAL TRADES UNION.

A Swiss general trades-union, divided in different sections (23), is existing for the purpose of furthering the interests of the various trades. One of its aims is the advocating of a bill for the protection of inventions.

Although such a bill has not yet passed the Referendum, as required, the feeling in its favor is gradually gaining ground, and there is reason to believe that the bill will be brought up again and carried.

Further aims of the above-named trades union are :

(a) Obligatory examination of all trades, apprentices after finishing the apprenticeship, and awarding prizes and certificates.

(b) A reduction of duty on raw material, and augmentation of duty on manufactured goods, especially articles of luxury.

(c) Laws governing apprenticeship.

(d) Laws and regulations in general more protective than the present ones; not so far as to introduce the old institutions of the compulsory guilds, but simply of such definite frame as to yield assistance to good efforts of voluntary unions; also some financial assistance.

There is at the present time a general trades school here for the purpose of encouraging and helping to a better technical knowledge of trades.

There is also a silk-weaving school.

Among the trade people generally there is a strong feeling of the necessity of cultivating and developing thorough theoretical and technical knowledge required for practicing the various trades to satisfy the ever enlarging and increasing exigencies, and to enable the trades people to meet competition from abroad.

S. H. M. BYERS,
Consul.

UNITED STATES CONSULATE,
Zurich, July 19, 1884.

ITALY.

TRADE GUILDS IN FLORENCE.

REPORT BY CONSUL WELSH.

I have the honor to acknowledge the receipt of the "trade-guild circular," dated Department of State, Washington, May 18, 1884, and received at this consulate on the 12th of June, 1884.

TRADE SCHOOLS AND APPRENTICESHIP.

In this district there are no schools for the study of tailoring and no laws to govern apprenticeship to that or other trade. Parents, however, often place their children under the surveillance of competent workmen to learn the different trades. Parental control in Italy legally exists until the age of twenty-one years, but at from seventeen to eighteen years children generally control their own actions.

In regard to tailoring, the work, with the exception of cutting, is done entirely by females, generally girls, sent in from the surrounding country, whose parents are too poor to provide for their support at home. The pay of these girls for the first year is *nil*; for the second year, 50 centimes or 10 cents per week, and after increases to from 1 franc (20 cents) to 1½ francs (30 cents) per week. After five years' service, if the girl proves to be handy with needle and machine, she may earn 1½ francs

per day. This system and the extreme smallness of the pay is not conducive to the moral and physical welfare of the girls.

The cutters are men, and earn from 5 to 6 francs per day; those earning 6 are the exception.

THE PIA CASA DI LAVORO.

Some of the best workmen in all of the trades are graduated from the "Pia Casa di Lavoro," or a description of almshouse, where children are gratuitously kept and taught up to the age of seventeen years. This institution is most praiseworthy and is a municipal institution, established first in 1476, but made an almshouse by the first Napoleon.

DECORATIVE ART SCHOOL.

There is also in Florence a decorative art school, supported by Government, both national and municipal, and by voluntary contributions, together with a yearly tax of 10 francs on each scholar. This institution was established two years since, and will no doubt increase in importance. The following table will show the number of pupils and description of studies.

The scholastic year runs from November 3 to August 31. The lessons are given every day, with the exception of Sundays, between the hours of 8 a. m. to 12 m. After the lesson every pupil returns to his shop. The course of study embraces three years, and the poorer scholars are educated gratuitously.

The yearly expenses of the institution at present amount to 20,701 lire.

WM. L. WELSH,
Consul.

UNITED STATES CONSULATE,
Florence, June 18, 1884.

Number of pupils, according to their profession, in the decorative art school in Florence.

Profession.	1882-'83.	1883-'84.
Wood carvers	52	49
Sculptors	30	32
Plasterers		2
Decorative painters	11	13
Engravers in ivory and metals	3	3
Engravers in wood	10	8
Goldsmiths	6	6
Melters	2	
Designers and formers		5
Designers of artistic industries	1	3
Designers, lithographers	3	4
Mosaic workmen	2	2
Inlaying workmen	1	2
Watch-makers	1	
Book-binders	1	
Builders	2	3
Gilders and varnishers	4	3
Cabinet-makers	3	1
Fence-makers		1
Glaziers	1	1
Boys of undecided profession	7	8
Total	140	146

TRADE ECONOMY IN GENOA.

REPORT BY CONSUL FLETCHER.

I am under the necessity of leaving unanswered the questions submitted in "trade-guild circular" issued by the Department of State under date of May 18, 1884, for the reason that no such institutions as "trade schools" or "trade guilds" are to be found in this consular district.

I have made, however, a few general comments on trades and trades-people, and the great economy practiced by them in all things, which I respectfully submit.

Genoa is a maritime city, and a person seeking information foreign to maritime traffic is met on every side with the poverty of material on which to write.

The only public institutions in this entire province where trades can be learned are of a reformatory character, the workhouse or poorhouse and the reform school, but the *modus operandi* of these institutions are not of sufficient importance to merit comment. They are managed like unto all others of the kind elsewhere, with perhaps this exception, that at the poorhouse young and old are taught self-reliance and some trade; and a male or female, if skillful and quick of motion, oftentimes earns more than board and clothing, and the amount, little though it may be, is faithfully accounted for and given to the one who earns it to do what he or she wills with it.

Different trades are learned here similar to the American plan of years ago, and like unto the way practiced in country towns at the present day; that is, no papers of indenture are given or required and the apprentice is free to quit the trade and shop at any time.

There is this difference in regard to wages, however, the Italian apprentice receives neither pay nor board from his master for the first year; should he prove faithful a stated sum is agreed upon for the second year, third year, and so on.

It is asserted that even the most economical youth can hardly live on his salary for the years last-mentioned, and this probably accounts for the fact that notwithstanding the dense population of this country places are always open for young men who wish to rank higher than a common laborer in life's battle. In other words, while the boy is willing, even anxious, to learn a trade he cannot always afford it. But when once engaged at a trade it is noticeable how diligently the apprentice applies himself; no restlessness is displayed; he makes himself master of the situation as soon as possible.

Beyond the above remarks little more can be said on trades proper; but on trades-people, the help employed, and particularly the economy in material used, the following comments may not be out of place:

Masters of every trade usually have an apprentice or two, seldom more; they have also what may fitly be called "dependents." These "dependents" are young and old and of both sexes. At stated times they call at the shops for piece-work or orders. The master-tailor, for instance, may have more work crowded upon him than he and his young novices in the trade can do in a given time; the "dependents" come to the rescue; the cloth is measured and cut, "dependents" take the bundles home, and soon thereafter wife and mother and daughter are

busy with the needle placing meaningless pieces of cloth together and producing, as swiftly as nimble fingers can accomplish the task, tasty garments.

At the shoe shop the same order of things can be seen. It may be added that hundreds of poor families rely wholly on shopmen or tradesmen for their means of support, and a glance into the apartments of these people will convince any man that the wolf is often gnawing at their doors. The word "dependent" is not a misnomer when applied to them.

The owners of tailor shops, shoe stores, hat and cap establishments, &c., in nearly every instance, are men who have learned the trade incident to their present calling.

A stranger is particularly struck at the apparently primitive way household furniture is manufactured in Genoa, and the material used in its construction. To be sure there are a few large factories here and, in them improved working tools are used. But what attracts the eye of the stranger are the many hundreds of small shops where one, two, or three hands are at work from early morning till the dusk of night. He will notice also that some of those workshops manufacture chairs exclusively, others bedsteads, whilst others are devoted wholly to bureaus, wash-stands, and night boxes. The patience displayed by the workmen will be noticed; they have only the plainest and most simple tools, no labor-saving machinery whatever. The most common saw, one similar to those in use by the wood sawyer on our public streets at home, is the chief tool applied for working up the lightest and heaviest lumber.

The strictest economy is practiced in the use of furniture materials; not a waste chip can be seen. The Italian eye is keen to measure the length and width of a board, and with the primitive tool spoken of he will work up materials so that positively nothing is wasted. Lumber and boards that would be looked upon as worthless by nearly every mechanic in the United States, as, for example, old sun-beaten, weather-beaten goods boxes and wooden cases, in which tin cans filled with petroleum are packed, are here taken carefully apart, and every scrap of board that will hold a nail is put into some use. I have seen petroleum cases taken to pieces, the different sides and ends cleaned and planed, then shaped as wanted, glued together and used for bedstead panels, backs for bureaus, wash-stands, and so on.

What is said of economy in lumber will apply to everything else that can possibly be turned from bulk or quantity into money.

The petroleum cans brought here from the United States, when empty, are worked up into various articles of tinware; old packing barrels that people in America would hardly take pains to break up into fire-wood, are here worked over and turned to good account; the "posters," bills, circulars, &c., after serving a given time, are torn from the bill-boards and packed with old rags. The refuse of a cigar will not be on the sidewalk or street a moment; it is picked up, dried, and smoked in a pipe. The leaves of trees are carefully gathered and sold for various purposes; they are in good demand by owners of horses and cattle as bedding material. The smallest trimmings off vines or trees are dried, tied in bunches, and sold for kindling fires. The very dust on the streets is swept and sold for certain ends; it is a municipal monopoly. In fact, imagine anything that can possibly be utilized by man or beast and it is placed where it can be turned to the best account.

There are many hundreds of shops in Genoa that scarcely are entitled to the name, on account of their diminutive proportions and stock in

trade. It is no exaggeration to say that \$5 would be sufficient to purchase every article exposed for sale in any one of them. And yet, so economical are the owners that they make a living out of their daily sales. Their food is very simple and plain, however, consisting of a vegetable mixture and macaroni in the form of soup.

A peculiar feature of all trades-people and merchants in general is that they ask from 15 to 50 per cent. more for their goods than they expect the purchaser to give. A stranger, therefore, who understands not the Genoese mode of barter and trade pays roundly for his purchases if he gives to the merchant all he asks.

Considering the importance of this city, on account of its maritime relations with all foreign countries, it seems a little singular, although a fact, that an American cannot be found engaged in business in Genoa.

JAMES FLETCHER,

Consul.

UNITED STATES CONSULATE,
Genoa, August 14, 1884.

TRADE GUILDS IN LEGHORN.

REPORT BY CONSUL BARNARD.

In compliance with requirements contained in "trade-guild circular," dated May 18, 1884, I have the honor to give herewith the following answers to the different interrogatories therein mentioned:

TRADE SCHOOLS.

Here, properly speaking, we have no place where youths that desire to dedicate themselves to the art of tailoring can be instructed; in other words there are no workshops; master tailors confide the execution of coats generally to journeymen, who work at their own homes, at fixed prices, and it is to those that youths apply, and with them they agree to learn the trade; but the agreement is purely verbal, and not regulated by any law or precedent, but only by the understanding between the parties; the action of which is not binding, because the teacher or apprentice can leave each other at will.

APPRENTICESHIP AND TAILORING.

The number of apprentices being relatively scarce, the journeymen avail themselves of the help of women, from whom for a small sum, say about 1 franc a day, they get ten hours' work, the execution of their work leaving little or nothing to be wished for; the use of sewing machines not being much diffused, the greater part of the work is executed by hand. What has been said above especially refers to coats, because for a long time past pants and vests have been exclusively made by women, who work at their own homes and at fixed prices; they also avail themselves of the help of children and girls, and by the latter are called mistresses.

With regard to societies, one only exists, known as "The Brotherhood of Journeymen Tailors." Its only aim seems to be that of accumulating by means of small monthly installments a sufficient capital so as to enable each one of those forming the society a sufficient means with

which to commence a small business on his own account in the future. It is, however, but just to state that if the means of instruction seem to be limited and insufficient, yet the art of tailoring is not at all neglected, because Leghorn furnishes several tailoring establishments that might, in every respect, be counted amongst the best in Europe. The same may be said in regard to many of the other trades.

Within a few months past, the municipality of Leghorn passed a resolution for the opening of a school of arts and trades; but up to this time it has been found impossible to put the project into execution for the want of sufficient funds. It is however hoped that the difficulty will soon be removed.

CHAS. P. BARNARD,
Consul.

UNITED STATES CONSULATE,
Leghorn, August 4, 1884.

TRADE GUILDS IN MILAN.

REPORT BY VICE-CONSUL RICHMAN.

I have the honor to acknowledge the receipt of the circular of the Department of State of the 18th of May last, concerning apprenticeship and trade guilds, and to report as follows:

There are no schools or other establishments where boys can learn the tailor's or any other trade, nor are there trade guilds of whatever denomination within this district.

Laws or regulations governing apprenticeship or workmen do not exist, either verbally or in any shape of a written contract or agreement.

The apprentice may leave his employer without giving any notice, and may be dismissed at a moment's notice, while the employer is bound to give eight days' notice to the employé and *vice versa*.

ANTHONY RICHMAN,
Vice and Acting Consul.

UNITED STATES CONSULATE,
Milan, August 19, 1884.

TRADE GUILDS IN TURIN.

REPORT BY VICE AND DEPUTY CONSUL DE ZEYK.

TRADE SCHOOLS.

At Turin, the chief city of the province and late kingdom of Piedmont, there are four private schools where boys can learn the tailor's trade. The courses are of three months, attended each by fifty to sixty scholars. There are no special laws, beyond the private system enacted by the several boards of directors to regulate the order in which matters of learning are to be treated, and the establishing of degrees according to efficiency, to be stated in the certificate of each graduate, which has proved a success as far as the workmanship goes, but one would look in vain for a practically well-accomplished cutter among the graduates of these schools. The immemorial habit of wandering over

many countries and practicing in the most fashionable capitals is still considered as the only standard for cutters, usually sought by the better tailor shops in this country as well.

GUILDS IN TURIN.

There are three guilds at Turin, the "*Mutuo-Miglioramento*," numbering 500; the "*Maestrie Lavoratori*," composed of 500 members, and the "*Societa della Pia Unione Mutua*," composed of about 1,000 members, who are required to pay monthly a fee of membership of 1 franc and 50 centimes. They all afford relief to the sick at the rate of 1.50 francs per day, and pension the superannuated invalids at 1 franc per day. Each member's wife is, moreover, presented with 10 francs at the birth of every child.

APPRENTICESHIP.

Apprentices begin by getting only their board. The first pay they receive amounts to 50 centimes, and the highest to 2 francs per day.

WAGES.

Most all the work is done outdoors, which is paid by the piece; thus, for example, for the sewing of a jacket or light coat they receive 16 francs, for that of a waist coat 3 francs and for a pair of pantaloons 3 francs, &c.

The average pay of cutters is of 2,500 francs per annum.

A. J. DE ZEYK,
Deputy Consul.

UNITED STATES CONSULATE,
Turin, October 16, 1884.

TRADE GUILDS OF VENICE.

REPORT BY CONSUL NOYES.

Few subjects offer a richer field of interest and instruction than the industrial history of Venice and of northern Italy in the past. Interwoven with the progress of their wealth and power, colored by the ardent passions and sharing the dramatic vicissitudes of the time, it forms a principal element of their national character, and goes far to determine their political fortunes, besides serving as the origin and impulse to modern civilization in Europe. In Venice and Florence especially, as trade and manufactures were a capital interest of the state, so the bodies representing them were important factors in its political organization, while the wealth which they supplied and the habit of mutual support which they enforced made them the real centers of the public spirit and social life of the community and strongholds of popular liberty. Their robust vitality died out with the power and prosperity which sustained it, and long before the political existence of the State had ceased the names of these fraternities, with the monuments of their piety and pride, remained alone to recall the opulence so nobly lavished, and if any remnant of militant activity still survived the decay of art and of public spirit, it was swept away in the revolutions which marked the beginning and middle of the present century and the creation of a united Italy.

In the general renovation of existing orders to suit the new requirements, none was more urgent than a revival of the national industries with methods more in accordance with the improvements of the day; and for this end all remained to be done. The native taste and talent of the artisan were corrupted by the influence of a degenerate art; any possible movement of enterprise was hopeless of support from the capital wasted in idle dissipation or driven from the country by the ceaseless agitation of conspiracy to throw off the incubus of foreign rule, which for half a century had repressed the energies of the population. Venezia, the most harassed of the Italian provinces by such a régime, and the last to emerge from it, was also the last to profit by the reparatory action of the new Government, which was not wanting in promptness and energy.

In August, 1859, hardly installed in the administration of the freshly-acquired provinces, one of the measures proposed for immediate realization was the establishment of a general system of technical education. The only institution for such a purpose then existing was that founded in the past century by Peter Leopold I, in Tuscany, which still vegetated, but, influenced by the academic tone of its surroundings, was of little real efficiency, while the need of the country was for instruction of the most practical kind. The studies of the commission charged with preparing the newer and better plans were rapid and conclusive as the situation demanded, and the system thus somewhat hastily adopted was confirmed and its execution decreed by a law of the 13th of November, 1859.

A certain number of so-called special schools of a scientific character was to be found in Piedmont, and some attempts had been made to introduce into Lombardy an imitation of the German "Realschulen" without any decided success. All these were to be remodeled into a general plan of useful instruction for the entire kingdom, destined on the one hand to furnish a corps of capable chiefs for every branch of industry, on the other to prepare aspirants for the higher scientific courses only accessible in the universities and professional faculties. To better accomplish the purpose a group of peculiar establishments was created, with the title of "technical institutes," which have since undergone various modifications, but still remain the principal sources of technical education for the country at large. In the official hierarchy of public instruction they are classed in the medium or secondary grade as preparatory schools, and in each of the special branches of knowledge which they embrace communicate with a central institution where the same studies are pursued still more exclusively in their higher application, with the aid of the most perfect appliances, as, for instance, the "museo industriale" at Turin, the two superior schools of agriculture at Milan and Portici, and the superior school of commerce at Venice.

In the general absence of any scientific preparation on such subjects among otherwise intelligent and well-informed men, great difficulty was found in procuring qualified teachers, and it was impossible to provide many of the chairs with permanent occupants until in course of time a sufficient number could be furnished by the graduates of the institution itself; and a consequence of the imperfect standard of instruction thus introduced was seen in the constant tendency to convert their various sections into simple apprenticeship schools for teaching mechanical trades to such a point that in a few years some of them contained from twenty-five to thirty sections for the manual practice of as many different handicrafts, and naturally with the primitive methods which it was in-

tended to suppress. This vicious direction, too, was defended with much partisan discussion by its promoters in Parliament and elsewhere until the abuse was finally corrected, and the institutes replaced on their original footing by a royal decree of 18th October, 1865.

The name of "technical institute" was maintained, and it was provided that in these establishments should be given the instruction necessary to fit the scholar for the rational or scientific exercise of a determined career or profession; the number of sections was reduced to five, exclusively of nautical sciences, and a certain degree of primary culture was required for admission, and a central examining board with a staff of commissioners and inspectors was appointed to control their exercise.

In this amended form the schools gained steadily in public esteem and usefulness, and were more and more liberally aided by the contributions of provincial and communal bodies and of several chambers of commerce. Finally, by the law of 21st April, 1866, a still further amelioration was introduced, this whole class of public instruction being reduced to three grades—"technical schools of arts and trades" ("arti e mestieri"), "technical institutes" and the superior schools mentioned above. At the same time all institutions of a similar nature, supported for their own account by provincial or communal bodies or private persons, were admitted to competition for the prizes and subventions as well as for the diplomas and licenses awarded by the examining board with the sanction of Government. Five of these technical institutes remained exclusively governmental with a corps of professors salaried by the state, while the royal "museo industriale," also at Government expense, served as a normal school of teachers for the various primary and secondary establishments. The whole system, susceptible of extension in accordance with eventual necessities, was placed in the dependence of the ministry of agriculture, industry, and commerce, aided by a council of five members, and under the immediate control of two inspectors and a local vigilance committee.

The institutes thus assumed a more definite form, but much was still imperfect as well in the distribution of the various branches of study as in the insufficient time devoted to each, only three years being allowed for the entire course. A more capital defect was the neglect of drawing, particularly in the exact and scientific methods here required, the natural aptitude for that art of design which appeals only to taste and fancy so general in Italy being rather a bar to the cultivation of a more practical but less attractive art, and the practice of elementary or mechanical drawing, which forms part of the scholar programme of every technical institution in France or England, being here replaced by the unprofitable study of a useless accomplishment. By the directing promoters of the movement, however, these deficiencies were strongly felt, and elements for the formation of a normal school of industrial design were diligently collected at the central institution of Turin.

In the meanwhile the new creations gained constantly a firmer consistence, and the faults brought to notice by the experience of the next few years were repaired as far as possible by a fresh decree of 30th March, 1872. All the courses of study were enlarged and prolonged by the addition of a year in each section, the first two being occupied in common by instruction in the general elements of science and literature, after which the pupil must choose one of the five sections into which the institute is divided: Physics, mathematics, agriculture, commerce, accounts and statistics, and, where the habit of the locality warrant it, industrial studies. Two years more passed in this semi-professional

training complete the course and entitle the student to a license, which serves him as the highest possible recommendation for employment in his specialty, or, on the other hand, procures him admission to the superior schools—of nautics at Genoa, of agriculture at Portici or Milan, of commerce at Venice. In lieu of these professional courses a single year of special practice in calculation and accounts, after the two of general preparation, qualifies for service as accountant in public or private employment.

This organization, the best that could be devised for the situation, was, after all, a compromise, and much difficulty was still found in reconciling requirements equally entitled to consideration. The multiplicity of studies overtaxed the pupils' capacity, and the lecture hours soon had to be reduced to thirty-six per week, with a corresponding curtailment of certain general courses in favor of other branches more special to the section. Again, in the agricultural department, if the programme fell below a certain point it failed to promise the rational amelioration which Italian agriculture so urgently needs, depriving the pupil of the equipment for large and intelligent cultivation, with the subsidiary resources of surveying, knowledge of machinery, &c., but also failed to fit him for admission to superior courses; while too much attention to theory diminished his practical efficiency and exposed him to the certain distrust of the class on whom his future usefulness depended.

The industrial section destined to form a class of capable mill directors, intermediate between the civil engineer of the superior schools and the simple foreman from the "*arti e mestieri*," seemed least likely to be of any considerable utility in communities where modern manufactures were unknown; this department therefore was included only where it seemed called for by the needs of the locality, with a course of instruction carefully adapted to those needs, as for instance, at Turin, to mechanics and weaving, colors and dyeing; at Naples, to chemistry, mechanics, and construction; at Como, to silk industries; at Leghorn, to naval construction; at Rome, Venice, and Udine, to prepare the pupil for a more rational practice of whatever industry he should adopt.

It was found in the progress of these lessons that they were much more frequented by students of the well-to-do middle class, as a preparation for studies of a higher grade, than by scholars of the kind and with the practical object for which they were intended. Evidently the popular sense was far from appreciating their necessity, and it is still difficult to foresee the time when their usefulness will find its full scope in a community prepared to avail itself of such advantages. The facts so far seem to confirm the supposition that the Italian genius and temperament are not favorable to systematic industry, the masses being impatient of the constraint in this relaxing climate with the ease of procuring the few necessities of life, while the rural population, besides these grounds of distaste, regard the occupation as unwholesome and demoralizing. Mill owners and industrials generally complain that the want of training both of foremen and operatives is a heavy disadvantage in conducting their establishments, only compensated by the extremely low price of labor. When, besides, it is remembered that even where these establishments have existed from father to son on the same spot they have not succeeded in forming a body of capable hands for their own requirements, the fact certainly adds force to the presumption of inaptitude suggested above. It is true that even in the most advanced of these establishments there is no proper trade school, this force being recruited by children employed at trifling pay, and thus formed to their work by habit alone.

These technical institutes have now been in operation for some twenty-five years, and seem definitely implanted in the educational system of the country. They are thirty-nine in number. As before mentioned, they are subject to the surveillance of a local vigilance committee of five members, named respectively by the Government, the province, the commune, and the chamber of commerce. Their internal management is in the hands of the president and council of professors, while a central examining committee award prizes and regulate the advancement of pupils throughout the kingdom. The corps of instructors is fixed at six hundred, and assigned to the various sections as follows :

For instruction in common	353
For physics and mathematics	41
For industrial section	24
For agricultural section	78
For commercial section	91
For calculation and accounts	7
For stenography	6
	600

In reality, however, partly from the difficulty of finding suitable teachers and partly from the limited attendance of scholars in certain courses, the number in exercise is only 585.

It should be observed that the thirty-nine institutes contemplated, and to which the data given above refer, are those implanted and maintained by the initiative of the state, with regular appropriation of funds from the public treasury, though equally regular contributions are assumed by the subordinate administrative bodies of the locality. A large number of similar institutions have been created *motu proprio* by these last and other corporate bodies or even individuals on much the same plan, and admitted to equal treatment with the former in the awards to their graduates, being aided by Government subventions.

The latest statistics within my reach give the aggregate of these establishments of all classes, governmental and others, at 70, though as suppressions or modifications occur from time to time this number is liable to some variation. The same publication (of 1875) makes the attendance, including regular scholars and free auditors, 5,495. For the Venetian territory alone, which stands fourth among the great divisions of the kingdom in this respect, after Piedmont, Lombardy, and Emilia, the number of students as they ranged themselves in the various sections was as follows :

Two years' course in common	344
Agricultural section	31
Commercial section	82
Physics and mathematics	72
Industrial	8
	537

More recent and detailed particulars given below in regard to the region will show the present situation in a much more favorable light, though no official reports that can be considered complete are obtainable which bring any certain returns up to date.

TRADE SCHOOLS.

Below the technical institutes destined to prepare the highly educated industrial director, the need of practical instruction for the oper-

ative and foreman was no less pressing. The constant progress of rapid and economic production abroad, with the growing facilities of transport and the general lowering of fiscal barriers, threatened to supplant native industry, not only in the trade of the world, but even in its own home market.

The higher educational foundations above described were ordained by legislative prevoyance as an indispensable part of the new constitution. Their humbler supplement, overlooked or left to the promptings of charity or self-interest, only forced itself on the attention of tutelary authority when longer neglect threatened disaster. Valuable time had thus elapsed before the subject became a serious preoccupation, and it was not till 1868 that the superior council of public instruction claimed the intervention of ministers and parliament in aid of the trade schools then existing. No reliable information on the subject was at hand and it was necessary to proceed to an inquest. The whole number of establishments more or less answering to the purpose in the kingdom was then found to be 154, with 567 teachers and 13,329 pupils, nearly all remnants of trade societies or pious foundations in the past, or appendages of hospitals and asylums and conservatories of antiquated routine. Of their practical results little could be ascertained, but none contained a trace of modern improvements. Evidently the whole system must be renewed, and in a convention of chambers of commerce, then sitting at Genoa, a committee was charged with the preparation of a plan for creating public schools for the purpose on a better footing. The result of their deliberations was that in the existing state of Italian industry such schools could only prosper when implanted gradually, and in localities where their utility was already indicated by the habits of the population; that they should not be of any uniform type, but adapted to the industry they were intended to benefit, and attached to it in daily practice, excluding, however, the model workshop as both irrational and unpractical; that efficient co-operation on the part of public bodies and individuals interested was indispensable and could not be wanting, and that as a rule the initiative as well as the material support of the schools should be left to them—Government lending its aid in cases of necessity only, and retaining a superior control and imposing a certain general similarity in matters of discipline and administration; finally that their courses should be so ordered that those of a preparatory nature in each might permit the student to complete his more special studies in any other, and that industrial design should be sedulously cultivated as a principal requisite in all.

The Government responded to this proposal by appropriating a sum, capable of augmentation within certain limits, to aid the eventual initiatives of local or private enterprise. At the same time skilled professors were commissioned to study on the spot the organization of the industrial schools of other countries as well as the most improved methods of the great manufacturing centers, and the results of their observations were embodied in numerous reports. With the aid of such indication and guided by the experience of a "Society for the advancement of arts and trades," already existing in the locality, the first experimental trade school was founded at Biella, the Piedmontese Manchester, for instruction in metal work and mechanics, textile fabrications, wood-carving, and ornament in general. The course comprised three years, of which the first was preparatory, and the lessons were given both day and evening. Pupils over fourteen years were admitted on payment of a trifling fee, either as free or regular pupils, for which last the hours of instruction

amounted to from 33 to 36 per week. Expenses are at the charge of the state and of the administrative bodies of the province.

Similar establishments were successively founded at Savona, Chiavari, Carrara, Iglesias, &c., with the necessary conformity in general management, but in other respects always subsidiary to the prevailing industry of the places. It would be foreign to the purpose of this report to follow the further development of the system at large beyond its application to this district, which, besides, contains a certain number of analogous institutions of native growth and of varying importance deserving of mention.

INDUSTRIAL SCHOOLS IN VENITIA.

The most considerable of the institutions for specialist education in the region and the leading establishment of its kind for the kingdom is the "superior commercial school," which may be called the polytechnic of commerce, as the industrial museum of Turin is the polytechnic of manufactures, and although not strictly within the scope of the present inquiry, is of such exceptional importance as the seat of instruction and preparation for the highest commercial positions, and so peculiarly identified with the interests and aspirations of Venice, as well as with the circumstances of her restoration to a fresh career of anticipated prosperity, that some notice of it may not be out of place.

Conceived by a group of the enthusiastic patriots, who had devoted their lives to the struggle for liberation, it served by a double coincidence to commemorate at once the return of Italian liberty, and the opening of the Suez Canal, which was to inaugurate the renewal of her ancient commercial grandeur. Of all the sanguine anticipations of such a moment the school itself has best fulfilled the promise of its beginning.

After considerable discussion between its distinguished promoters and special delegates from the ministry at Florence in regard to details of organization, it was founded by a royal decree of August 6, 1868, and its course of studies, since then constantly enlarged, was inaugurated toward the close of the same year. The school is maintained by the joint contribution of the province, which furnishes 40,000 lire (\$7,720) a year, with the necessary scientific material of the commune, for 10,000 lire (\$1,930), with the building, furniture, &c.; of the chamber of commerce for not less than £5,000 (\$965), and of the Government for 10,000 lire (\$1,930), raised in 1872 to 25,000 (\$4,825). The management is in the hands of a council of administration, while the internal discipline and general conduct of the institution is intrusted to a director and council of professors. The course to prepare for a simple commercial career comprises three years, but a further object of the institution is to produce a corps of able professors for service in similar establishments as the need may arise, besides a class of still more highly educated graduates, who, if successful in their final examinations, are enrolled as expectants in the consular service and entitled to appointment as vacancies occur. The terms of these last courses are four and five years respectively. The programmes are very varied and extensive, but not being strictly pertinent to the subject of this report it is unnecessary to insert them here. It may be said, however, that the staff of professors contains some of the most distinguished specialists of Northern Italy, and that the institution gains daily in prestige and importance as well as in the number of students frequenting it from all parts of the country.

The royal technical institute and school of mercantile navigation

was founded by the Austrian administration in September, 1838, and since repeatedly modified. It became in 1852 a "Realschule" on the German model, and received as many as 414 student. In 1855 was added to it a section serving as a "superior nautical school." In 1867 the whole was transformed into a royal technical institute, and, aggregated to the group of similar establishments created by the new government, underwent the same series of tentative modifications. It was one of the limited number that received an industrial section, not confined, however, to any special craft, but destined to teach the general principles of mechanics and construction. At the same time the nautical branch was detached and became an institute of mercantile navigations in three sections for the instruction of captains, constructors, and engineers. The two latter of these sections have never been well frequented, while that for nautics proper furnishes more aspirant captains than are required for the scanty fleet of sea-going craft belonging to the port.

The technical institute counts during the last few years an average attendance of 140 to 150, while the marine department receives only about 22. Evening courses are here given in accounts and book-keeping with commercial law, geography, and correspondence, these lessons being generally well frequented. This branch of the school is mainly supported by the municipality and chamber of commerce.

A similar school at Chioggia, but of a much lower grade, with five professors and a meteorological observatory, for instruction in navigation, with the use of instruments, is reported to have an average of from 6 to 12 pupils and auditors, though the port contains 6,000 subjects of maritime conscription.

The royal school of machinists, founded at Spezia in 1862, was transferred here in 1871, and has seen its pupils increase since then from 80 to 154. This establishment is a dependence of the royal arsenal and navy-yard, and, apart from the civil element represented by a portion of the instructors, is conducted by officers and under-officers of the navy. The course is of four years, and comprises the theory of the steam-engine with practice on ship-board, and daily lessons in machine-drawing, mathematics, stereometrics, and trigonometry, geography, and fencing. At the close of his course, the pupil receives the appointment of assistant machinist.

COMMUNAL TECHNICAL SCHOOLS.

Apart from the institutions more or less in government dependence and control above described, and with a somewhat lower grade of instruction, four technical schools are (or were) supported mainly by the communes where they are located, which furnish the buildings and material necessary and half the expense, the rest being contributed by the province. Of these two are at Venice, one at Chioggia, and one was at Portogruaro. They prepare their pupils for the usual minor industries, as well as for admission to the superior courses of the institutes. Those at Venice bear the names of her famous citizens, Sebastian Cabot and Livio Sanuto. They are popular and frequented, and are often the only means of education for a large middle class of the population, whose requirements are simple and resources limited. Their attendance is about 154 each. That of Chioggia receives about 45 scholars and auditors, besides nearly as many more who frequent its evening school of design for artisans, who are instructed in ornament, plastic modeling, and machine-drawing. These students, however, are

not "*pareggiate*," or admitted to competition for the prizes or the license conferred by the Government schools of the same nature. The school at Portogruaro, founded in 1871, and attended by an average of 30 pupils during its existence, was suppressed in 1880 as being too onerous to the finances of the commune.

INSTITUTE COLETTÉ.

Founded in 1870 by the personal efforts and sacrifices of the Abbé Carlo Coletté, and endowed with the means of assured existence by a bequest of Count Gerolamo Balbi-Vallier, this beneficent institution has an unusual hold on the sympathy of the Venetians. Its object is to give moral and industrial instruction to vagabond or abandoned children, as well as to youthful transgressors subjected to correctional detention. Approved by a royal decree of 1876, the larger portion of its inmates of this description, 244 in number, are maintained by the state, 27 by private families, and 9 only are entirely at the charge of the institute, with an average cost of 1.20 francs (23 cents) per head per day. The establishment contains workshops in which the children are trained as smiths, carpenters, gilders, brush-makers, printers, shoemakers, &c., and the product of their labor, commissioned or otherwise, is sold for the benefit of the institute. A portion of the scholars are prepared for cultivators and mariners. Music and drawing are imparted in proportion to the aptitudes of the pupils. The institution is as yet in its beginning, and considerable expense has been incurred for plant and outfit, but it gives every promise of prosperity and of very great usefulness. Although its patrimonial fund is but 375,700 lire (\$72,375), yet resources are so abundant from contributions of all kinds and economical administration that in 1880, date of the latest statement at hand, its income amounted to 163,089 lire (\$31,476.17) to meet an outlay of 158,777 lire (\$30,643).

INSTITUTE MARIEN.

Differing in origin, but destined to serve the same benevolent purpose, is the above-named institution, founded in 1802 to carry out the testament of the last of the doges, Ludovico Marien, with a patrimony of 2,652,593 lire (\$511,950.44) and an income of 278,960 lire (\$53,839.28). It receives both sexes, preparing the males for the usual arts and trades, the girls for various feminine occupations. Of the former it contains about 90, of the latter 75.

In the male orphan asylum, instituted by Gérolamo Miami in 1527, but remodeled to its present form in 1811, and installed in a suppressed convent of the Jesuits in 1815, over a hundred children of from seven to sixteen years are employed in workshops provided with a steam engine and machinery for metal work, casting and chiseling, carpentry and wood-carving, shoemaking, singing, music, and drawing, a number of the scholars from these latter classes forming part of the choir of St. Marco. All these special lessons are combined with a regular course of elementary instruction. The establishment receives an annual subsidy of 35,000 lire (\$6,755) from the commune.

LACE-MAKERS' SCHOOL OF BURANO.

The revival of the ancient and celebrated art of lace-making at Venice has been a labor of love with several patrician ladies and men of taste

for the past few years, as well from admiration of the beautiful fabric itself as from a desire to provide employment for a large female population, condemned in a great measure by their situation to a life of ignorance and idleness. The almost forgotten secrets of the art have been recovered from the few hands which held them by family tradition, and a school formed at Burano, a small island of the northern lagoon, for teaching them methodically to the young girls of the people, under the direction of a lady of rank of Venice, and with the cordial patronage of the Queen of Italy. It is aided and extended by a branch factory in Venice, with salesrooms attached. These establishments produce specially the variety done by needle—the so-called *Panta di Burano*.

At the same time a company was formed, and entitled "*Società Anonima per la Manifattura dei Merletti (laces)*" for encouraging equally the other process of fabrication by "*fusello*" (spindle) on the cushion or drum, more generally practiced at Venice and Murano, at Pelestrina, on the Lido, and at Caorle, on the mainland. To these well-known varieties have been added the novelty of laces in silk, both white and polichrome, and for this specialty the school, now active and prosperous, exists with its dependent salesrooms in Venice, while for the colorless and common varieties still another establishment is in operation here as well as at Caorle.

These laces classed in the first place by their mode of production, whether "*adago*" by the needle, or a "*fusello*" by the spindle, differ much with the design and treatment, and these varieties are each marked by a popular name, as, for instance "*a retinella*" "*tagliato in aria*," "*a fogliame*," "*a groppi*," "*a maglia squadra*," "*a busato*," &c., as well as by the material, thread, silk, or even cotton. To supply this variety with the desirable rapidity and economy the pupils at Burano are divided into seven sections, in each of which the utmost special dexterity is cultivated, while more experienced hands combine and retouch these partial products for the common result. In like manner among the outside workmen, commissions are often taken by the more knowing who employ on their own account those skilled in a particular stitch.

Approximately there are employed in this industry 180 women at Venice, 1,900 at Petesteira, 348 at Burano, 50 at Murano, 200 at Chioggia, and 30 at Caorle, who, with about 50 specialists for the polichrome lace, and 20 for repairs, make a total of 2,708, at wages of from 80 centimes to 2.50 lire per day (15 to 48 cents).

GLASS.

For this peculiar and characteristic Venetian industry, all public teaching of its practice, far from being encouraged or promoted, has heretofore been tacitly proscribed. As the recent revival of the art was due to the efforts and researches of one man aided by the hereditary traditions of a few descendants of the ancient *mosaists* and *retrieveri*, so the processes successively recovered or invented have since been guarded as trade secrets, and though, perhaps for that reason, now so vulgarized as to furnish employment for very nearly the whole population of Murano, with a considerable number at Venice, yet each establishment is as jealous as ever of its imagined monopoly, and as averse to any project for sharing it. As, however, all the manual processes of the manufacture are simple in the extreme, and depend almost entirely on taste, tact, and dexterity, it may be doubted whether systematic instruction could add greatly to the skill acquired only by daily

practice in the workshop or replace the aptitude implanted by nature. At present there seems to be no necessity for increasing the supply of labor in this kind, as every branch of the industry shows signs of over-production, sales being slow and difficult at remunerative prices, and the two principal establishments in the trade continuing business with great difficulty and some loss, while that established but a few years since for the industrial production of glass bottles was taken over on the point of failure, at the risk of a single public-spirited citizen.

INDUSTRIAL SCHOOLS IN VENETIAN TERRITORY.

In the outlying provinces, with no proper manufacturing interest save in one or two special localities, improved methods are little known or cared for. The insignificant local industry serves to repair the breaches of time and usage in the well-worn stock of appliances that forms the family heirloom, or to supply the simple needs of the surrounding population of cultivators. For such demands the requisite skill is easily gained in the daily practice of the workshop, aided by the native intelligence and ingenuity of the Italian. This situation is hardly altered for the few establishments producing more complicated fabrics, such as mill machinery or agricultural implements, the operatives being mostly trained from youth in the business, while directors and foremen have heretofore been procured from abroad; the technical instruction attainable is entirely secondary, being limited to occasional lessons in drawing added to the ordinary course of the communal school.

The entire neglect of such instruction until very recently, and consequent scarcity of skilled operatives, is a constant subject of complaint with industrial authorities of the region, even in its two manufacturing centers, Pordenone and Schio. Senator Rossi, describing the condition of his vast woolen mills to a parliamentary commission, makes it a heavy disadvantage in the struggle with foreign competition, that, in the absence of industrial schools, a certain proportion of his force consists of children and learners, whose labor hardly repays even the scanty wages they receive, directed by foreign foremen, only procured at unusual cost, while many young natives of equal talent, if possessed of the necessary instruction and experience, would gladly replace them at much more modest salaries.

To the growing sense of this deficiency and to the enlightened liberality of Senator Rossi himself is due the only institution for supplying the want which calls for special mention here, the "Industrial School of Vicenza," of which, as such efficient patronage promises to make it a model for similar institutions in the future, it may be of interest to note the principal features.

It was founded on the proposal of Sig. Rossi, and endowed by him with a first provision of 50,000 lire (\$9,650) toward the expenses of plant and outfit, and the promise of 50,000 annually for six years, 25,000 lire (\$4,825) to be contributed annually by the province of Vicenza, together with the requisite scientific material, while the scholastic furniture, the building, and an additional 25,000 lire (\$4,825) were guaranteed by the city government; finally a sum of 20,000 lire (\$3,860) was furnished by the state for completing the outfit, with a yearly subvention of 25,000 lire (\$4,825) for current expenses. The institution proposes to give a theoretical and practical knowledge of mechanics in the school, with their application to the different trades, illustrated in the daily operations of workshops attached to the establishment, so as to fit the pupil with a short initiation for a career in any branch of industry, as well as to

furnish him a thorough preparation, if ambitious, of pursuing the higher studies necessary to become engineers or professors. The school comprises two sections, one preparatory, with a course of two years, the other normal, of four years, the former elementary and for general culture, the latter occupied with the completion and application of the studies commenced, the last year's instruction being entirely practical, and where possible passed mostly as a volunteer in some neighboring industrial establishment. In all cases, four hours daily of the whole course are employed in the workshops of the schools, and two in drawing, the lessons during the last two years being given alternately in Italian and French. The workshops are for metal casting, blacksmith's work, adjustment, lathe turning, and carpentry. The staff consists of a director, seven professors, four shop foremen, a physician, chaplain, &c. Pupils for the short course or section are admitted between twelve and fourteen years old; for the other from fourteen to sixteen, after examination for the first in grammar and arithmetic, for the other in algebra and geometry, and maintained according to their circumstances, gratuitously, semi-gratuitously, or wholly at the expense of their families, in which case the pension is, all included, 700 lire (\$135) a year. The studies embrace all the more usual branches of mathematics, physical science, chemistry, and mechanics. The graduates of the school have given constant proofs of merit and find ready employment in industrial establishments and in public works.

The institutions above described are the most complete and successful of their kind, and, with considerable differences of organization and management, suffice to represent the various forms of industrial instruction to be found in the principal centers of the region where similar schools of all the different grades have been created by the authorities or transformed from ancient foundations already existing. Thus technical institutes of the official type have been erected at Udine and Vicenza, of which the latter has been superseded by the industrial school last described; trade schools have been implanted still more recently at Rovigo, Treviso, Verona, and Pordenone, &c., with a school for mechanical drawing at Padua. That of Conegliano for the diffusion of more rational methods in the manufacture of wine, has been more than once mentioned in former reports. To dwell further on any of these would be but a fatiguing repetition of details already perhaps too multiplied. But though gaining daily in number and consistence, they are still far from serving the purpose intended, or enlisting that confidence and adhesion from the population so indispensable to the largest measure of usefulness. They are still regarded as impractical or unnecessary by the mass of laborers wedded to their antiquated routine, whose numbers are still recruited from the swarming hordes of untutored and half savage children, irregularly *tempted* to the workshop, where they are employed for a few centimes a day to do odds and ends of work and pick up what notions of the trade they can gather by such occasional frequentation. And such is the natural intelligence and aptitude of the race that where the occupation is such as to interest or attract, and particularly in all those more or less elegant fabrics which appeal to the artistic instinct, they need no other training to become accomplished workmen, with a readiness of invention, and an easy grace of execution that no teaching could impart to less happy organizations.

In these respects there is nothing to desire; the chastened severity of taste and correctness of form, however, which their great predecessors drew from the study of the antique and the examples of their own

great masters, is wanting, and here the restraint and guidance of the school would be invaluable. In all the numerous laboratories for art work in metal and wood, so frequent in and about Venice, a certain number of these children form part of the force, and nothing is more interesting than to observe the facile dexterity with which they handle tools and materials in the most delicate carvings. From the beginning they receive some trifling pay, and this is the mode of initiation most generally in use here and perhaps the one most in accordance with the habits of the people, especially when combined with the means for systematic instruction now beginning to come within the reach of all by the provident action of the authorities.

Apprenticeship regulated under the sanction of the law, as with us, would be unsuited as well to the vagabond humor and desultory activity as to the enervating climate and out-of-door freedom of Italian life, and could with difficulty retain the obligatory character or the duration of a contract. And now, in the general disruption of ancient forms and usages, this, together with the time-honored institution of guilds, has gone with so many other customs of the past to swell the mass of displacements and negations on which must be built the social system of the future.

McWALTER B. NOYES,
Consul.

UNITED STATES CONSULATE,
Venice, August 4, 1884.

Schools of art applied to industry in the

Locality and denomination of school.	Date of foundation.	Terms.		Matters taught.	Number of teachers.	Bodies contributing to maintenance of school.		
		Open- ing.	Close.			State.	Province.	Commune.
Auronzo, professional school of drawing.	1877	Nov. 1	Mar. 31	Drawing, geometry, architecture, diverse construction, application of design to industry, ornamenting, and modeling.	1	£500 (\$96.50)	-----	£200 (\$38.60)
Cittadella, school of industrial drawing for holidays.	1877	Dec. —	Oct. —	Drawing and mathematics, ornamenting, figure modeling, perspective, landscape, geometry.	1	£300 (\$57.90)	-----	£650 (\$125.45)
Padua, design and modeling for artisans.	1875*	Nov. 15	Aug. 31	Geometry applied to trades, drawing for carpenters, masons, and stone-cutters, ornamental and architectural modeling.	4	£4,000 (\$772.00)	£1,500 (\$289.50)	£5,000 (\$965.00)
Cividale, school of drawing.	-----	-----	-----	Ornamenting, geometry, drawing applied to arts and trades, modeling.	1	£400 (\$77.20)	-----	£150 (\$28.95)
Mirano, industrial drawing for holidays.	1879	Jan. 1	Sept. —	Geometrical and ornamental drawing, figure, architecture, perspective.	2	£1,000 (\$193.00)	-----	£740 (\$142.82)
Murano, drawing for artisans.	1861	Oct. 1	June 30	Geometrical and ornamental drawing applied to trades, especially to glass-work.	1	£500 (\$96.50)	-----	£680 (\$131.24)
Venice, art applied to industry.	1873	Nov. 15	Aug. 15	Geometrical and architectural drawing, topographical and linear for ornamenting.	5	£4,500 (\$878.50)	£750 (\$144.75)	£5,250 (\$1,013.25)

* October 15.

Venetian territory, years 1881-'82.

Bodies contributing to maintenance of school.			Hours of study.		Number of pupils.						Prizes conferred.		
Chamber of commerce.	Other bodies.	Total.	Winter.	Summer.	Inscribed for each course.		Present at examinations.		Promoted.	Licensed.	Savings bank livrets.	Medals.	Value.
					Day.	Evening.	Day.	Evening.					
-----	1600 (\$115.80)	11,300 (\$250.90)	6-9 p. m.; 9-12, 1-3, holidays.	9-12 m., holidays.	...	39	...	34	28	...	...	...	40
-----	-----	1950 (\$183.50)	9-12 m., Sundays.	9-12 m., Sundays.	94	...	68	...	39	...	15	...	56
11,000 (\$193.00)	-----	11,500 (\$2,219.50)	10-12 m., 6-8 p. m., 9-11 a. m., holidays.	6-8 a. m., 9-11 a. m.; 9-11 a. m., holidays.	48	48	26	...	20	...	...	...	...
-----	-----	1550 (\$106.15)	Thursdays, 8-10 p. m.; Sundays, 9-12 m.	Sundays, 8-11 a. m.	72	...	...	...	...	...	...	...	...
-----	-----	11,740 (\$335.82)	6-8 p. m.	8-9½ p. m.	...	31	...	14	...	...	...	1	...
-----	-----	11,180 (\$247.70)	Thursdays, 6½-8½ p. m.; Sundays, 11-3½ p. m.	Thursdays, 7-9 p. m.; Sundays, 2-4 p. m.	...	101	...	68	53	10	...	...	...
13,750 (\$723.50)	1500 (\$96.50)	114,750 (\$2,840.75)	6½-8½ p. m.; holidays, 9-12 m.	6½-8½ a. m.; holidays, 9-12 m.	191	...	78	...	74	...	16	...	200

Locality and denomination of school.	Date of foundation.	Terms.		Matters taught.	Number of teachers.	Bodies which contribute to maintenance of the schools.	
		Opening.	Close.			State.	Province.
Belluno, school of arts and trades, evenings and holidays.	Dec. 27, 1879	Oct. 10	May 31	Drawing, Italian literature, history, geography, arithmetic, elementary geometry, physical science, mechanical technology, economy industrial, calligraphy.	7	£2,000 (\$386)	£250 (\$48.25)
Feltre, school of arts and trades; day, evening, and holidays.	Mar. 18, 1881	Oct. 15	July 31	Drawing, calligraphy, arithmetic, accounts, Italian history, geography, rights and duties of citizens.	5	£1,600 (\$308.80)	.....
Treviso, arts and trades, evenings and Sundays.	Oct. 29, 1880	Oct. 15	July 15	Drawing and mathematics, geometry, Italian, arithmetic, calligraphy, physics and chemistry applied to the arts.	4	£1,220 (\$235.40)	£500 (\$96.50)
Pordenone, school of drawing.	Nov. —, 1872	Oct. 15	June 30	Drawing, modeling, geometry, and mechanics.	1	£500 (\$96.50)	.....
Udine, arts and trades, evenings and holidays.	Mar. 30, 1880	Oct. 1	June 11	Drawing, linear and ornamental, Italian, algebra, geometry, industrial drawing, physics and mechanics, industrial technology, wood-carving. Female section: Sewing-machine embroidery and lace-making.	12	£3,000 (\$594)	£500 (\$96.50)
Vicenza, industrial school.	Nov. —, 1878	Nov. 1	Sept. 15	Italian, arithmetic, French, German, mathematics, mechanics, physics, chemistry, drawing, calligraphy, workshops.	8	£25,000 (\$4,825)	£25,000 (\$4,825)
Burano, school for lace-making.	Mar. 14, 1872	.....	.....	Burano needle-made lace.	1	£500 (\$96.50)	.....
Venice, school for lace-making.*	.....	.....	.....	Lace-making on cushion or drum.	.....	£1,000 (\$193)	.....

*There are 4 of these schools, of which 3 are in Venice, 2 for white thread lace and 1 for polichrome; 1 in Chioggia. Attendance in Venice about 50 for each school; in Chioggia over 100. No prizes or examination, the interest of the scholars sufficing to insure their progress.

Venetian territory, year 1882.

Bodies which contribute to the maintenance of the school.				Hours of study.		Number of pupils.						Prizes conferred.		
Commun.	Chamber of commerce.	Other bodies.	Total.	Winter.	Summer.	Inscribed for each course.		Present at examination.		Advanced.	Licensed.	Savings bank livrets.	Medals.	Value.
						Day.	Evening.	Day.	Evening.					
1950 (\$183.35)	11,400 (\$270.20)	1150 (\$28.95)	14,750 (\$896.75)	5-8 p. m.; 9-12 m., holidays.	7-10 p. m.; 9-12 m., holidays.	...	60	...	15 13	4	...	...	...	...
22,400 (\$463.20)	1600 (\$115.80)	.....	14,600 (\$887.80)	2-4 p. m., 6-8 p. m.; 9-12 holidays.	1-3 p. m.; 8-11 a. m., holidays.	...	45	...	30 7	...	...	5	...	95
11,090 (\$210.37)	1240 (\$46.32)	.....	13,050 (\$588.65)	7-9 p. m.; 3-11 a. m., holidays.	8-10 p. m.; 8-11 a. m., holidays.	...	68	...	34 28	...	...	4	...	180
.....	.....	1350 (\$67.55)	1850 (\$164.05)	Thursdays, 4-7 p. m.	.....	...	70	...	.....	.....	.....	...	7	...
13,000 (\$594)	1500 (\$96.50)	11,500 (\$289.50)	18,500 (\$1,640.50)	7-9½ p. m.; 8-11½, holidays.	7-9½ p. m.; 7-10½ a. m., holidays.	...	294	...	42 24	5	20	...	294	...
.....	.....	196,000 (\$18,528)	1146,000 (\$28,178)	5 hours' study and 3 in workshop.	5 hours' study and 3 in workshop.	80	...	73	...	54	3	.....	.....	.....
.....	.....	.....	1500 (\$9,650)	9-12 m., 2-5 p. m.†	9-12 m., 3-7 p. m.†	320	.....	.....	.....	.....	.....	.....	.....	.....
.....	.....	.....	11,000 (\$193)	.....	.....	50	.....	.....	.....	.....	.....	.....	.....	.....

† For the rest of the day the scholars work at home. In the year 1882 to them and others was paid from January 1 to September 1 the aggregate sum of 28,980.80 lire (\$5,593.29).

SPAIN.

APPRENTICESHIP IN SPAIN.

REPORT BY CONSUL OPPENHEIM, OF CADIZ.

In reply to the "trade-guild circular" dated Washington, May 18, 1884, I beg to state that there are no general laws or regulations governing apprenticeship in this district, nor do schools of any kind exist where trades are taught. The subject is left entirely to private initiative, and apprentices are taken by the different employers in such numbers and under such conditions as the circumstances of the trade warrant. In most trades apprentices are paid, though of course their wages are small; in some, however, as for instance in the Saville cork industry, no remuneration is given. It is very infrequent to make regular indentures; generally the boy simply enters a factory or workshop, and, beginning with the simpler tasks, gradually develops into a fullfledged workman, the process taking more or less time, according to the capacity of the individual and the difficulties inherent to the pursuit he has chosen.

ERNEST L. OPPENHEIM,

Consul.

UNITED STATES CONSULATE,
Cadiz, June 25, 1884.

RUSSIA.

RUSSIAN ARTELS.

REPORT BY CONSUL-GENERAL STANTON, OF ST. PETERSBURG.

It is interesting to note the traces of democratic principles still lingering in this Empire after centuries of autocratic rule. These traces are particularly numerous among those classes where for ages past the least liberty has been enjoyed, viz, the lower and peasant classes, and are manifested in various phases of their life and occupations.

Gregarious in habit and lacking in individuality, the Russian peasant is strongly imbued with a tendency to unite in association societies having a community of interest. In such societies absolute equality prevails, and as a collective body they exhibit traits and abilities which are apparently lacking in the individual.

One of the most interesting examples of this inclination of the peasant is to be found in the Russian artel. These artels are associative labor societies. They permeate all branches of trade and commerce, and were they suddenly dissolved the business of the country would be very seriously embarrassed.

Governed by a community of interests and a collective and unlimited liability, these societies are in this country of the greatest service to the commercial world, particularly the so-called "exchange artels."

These associations, whose members are generally persons whose education does not extend beyond the ability to read and write, are intrusted with the collection and disbursement of large amounts of money,

and perform in banks and mercantile counting-houses the manifold duties of a paying and receiving teller or cashier.

The average member of an "exchange artel," who stands far above the common laborer, enjoys the full confidence of his employer, is implicitly intrusted with the handling of thousands of rubles, receives the small amount of from \$18 to \$40 a month.

Defraudation by such men is of the rarest occurrence. The liability of the society acts as a check upon dishonesty, and is perhaps an institution which might be advantageously imitated elsewhere.

The inclosed paper, which is an abridged translation of an article on artels by Grünwaldt, gives all the particulars of these societies.

As a picture of an interesting group of Russian laborers it will, I trust, have some value for the Department.

EDGAR STANTON,
Consul-General.

CONSULATE-GENERAL OF THE UNITED STATES,
St. Petersburg, May 9, 1884.

RUSSIAN ARTELS OR ASSOCIATIVE LABORING SOCIETIES.

I.—HANDICRAFT ARTELS.

Ancient Russia, shut in on the northeast by impenetrable forests, lakes, and swamps, and on the southwest by unbounded steppes, concealed in its center but one immense flat plain.

The monotony, extent, and vacuity of this territory were reflected in the life of the sparse Russian population, and gave a peculiar character to their occupations.

The monotony of nature induced a uniformity of occupation, whilst the vastness of the territory encouraged a continual roaming, but preserved the simplicity of their habits, limited their wants, and suppressed the desire for a division of labor.

A distinction between husbandmen and craftsmen was consequently unnecessary.

In Western Europe the rural population, fleeing before an advancing enemy to the fortified cities, had settled there, and discarding the old had taken up new habits and trades. Not so, however, in Russia. There the cities were but walled villages, in which the Russian peasant continued to follow his former occupations. Hence these so-called cities retaining the primitive character of their houses, tools, customs, &c., offered no attractions to the surrounding peasantry, who remained upon their bit of land, unprotected, but happy in their isolation and contented in their wantlessness. The peasant tilled his land, built his own house, and made his own tools. Father transmitted to son his slight knowledge and skill, which were passed on in like manner from generation to generation with little or no improvement.

Producing but those things which were actually necessary, the idea of trade was foreign to the peasant from the very beginning, nor would the scanty profit resulting from the sale of any superfluous article have encouraged it.

Thus, in the villages was laid the basis of primeval Russian industry, viz, the patriarchal or natural form.

Such an industry could only exist where the yield of the soil encouraged its culture; in more barren districts, however, the peasant from the very beginning was compelled to seek supplementary employment.

The easy-going Russian dreaded the tedious, systematic cultivation of the soil, and sought easier and more profitable occupation. The wish of the individual found an echo in the hearts of all, and soon a whole village, turning over the care of the fields to the aged men and women, went forth seeking employment.

Thus was formed the second branch of Russian industry or wandering, which in course of time was again subdivided.

Not every wandering group succeeded in finding independent work, and those who failed to do so fell generally into the hands of harsh and exacting employers, whose severity and maltreatment of the peasants acquired them the name of "koolackis."

The others, who were fortunate enough to find employment for their own account and risk, organized themselves as a guild, sharing, as at home, equally work and profit.

In the cities they were obliged to welcome these laborers, unskillful though they

were, for although the inhabitants were originally able to satisfy their simple wants, they were no longer able to do so when the demands for the comforts of life had increased, and when their primitive tastes were changed by the times, church, and state.

The few places which in course of time had grown to be actually cities threw off their character as walled villages and became the centers of the administration, where the spiritual and temporal hierarchs demanded greater luxury in all things.

The laborers, able to carry out given plans, were wholly lacking in individual thought and design. Their more than primitive houses, lack of manual skill, simple tools, and want of taste, soon induced, however, the importation of foreign masters, who were quick to recognize the peasants' capability and worth.

The advantages of permanently settling in the cities soon became apparent to the peasants. A part decided to remain and the rest, whilst dwelling in their villages, sought employment temporarily and occasionally in the cities.

Thus arose three groups, the wandering, the city, and the village industries, the second of which was most exposed to the tendencies of the age, whilst the wandering and village industries retained their patriarchal character for centuries.

The artisans of the cities had to submit to the changes of every municipal system. Originally free, their organizations were also free; and mutually dependent upon each other, and dwelling, each craft in its own particular street or quarter, they were ignorant of the distinctions of apprentice, journeyman or master.

Soon, however, the influence of the foreign masters, who were devoted advocates of the guild system, began to be felt, and it became an accepted article of belief that the stagnation of the Russian industry was due to the absence of guilds.

The Government, however, was too much occupied to pay much attention to such a subject, and matters remained with but little change from decennium to decennium.

The reforming hand of Peter the Great, was the first to touch this industrial department. It was his intention, in imitation of the Western European system, to divide the crafts into two great groups, a city guild and a manufacturing industry, but the factors he had to deal with were unequal to the task imposed upon them. He believed himself able to elevate the craftsmen to the level of those of Western Europe by creating a class of craftsmen in the cities, and turning the village artisan into a factory hand. He forgot however, that there could be no city artisan class in a land which, though possessing 30,000,000 inhabitants, had an urban population of but 300,000; and his trade regulations had consequently but a morbid existence.

Pronounced in 1721, this regulation divided the burghers into two classes, or guilds. To the second, which was subdivided into two sections, all craftsmen belonged, viz, to the first section, artists, gold and silver smiths; to the second section, all other artisans. Each trade was compelled to organize itself under the presidency of an elder, and the rules governing it were minutely detailed.

These regulations gave the trades a new form, but did not change their character, and the guilds never attained the importance acquired by those of Western Europe.

The Russian artisan class was chiefly recruited from the serfs, who had no interest in an institution which neither accorded them their freedom nor lightened their burdens.

Skilled artificers were consequently not produced, but a mass of half trained craftsmen, who became artisans merely to escape field labor.

The Government was accordingly soon compelled to institute changes, but nothing like a radical cure was effected, nothing to the material benefit of the laboring classes.

Catherine the Second, who recognized the fact that free labor was the only deliverance for the Russian artisan, but who did not act upon her convictions, was the next to legislate for this class. Her good intentions, however, were wrecked on the rocks of conflicting circumstances.

But little actual good was effected until the reforms of Alexander II were inaugurated, when a committee, appointed in 1852 and ending its labors in 1869, reported in favor of the repeal of the old guild laws and advocated the formation of trade associations, artels, &c.

The new system accorded each trade full freedom and protected it as soon as it organized itself on the principles of mutual assistance.

Thus, in the course of time, the urban artisans have returned to their original starting point, viz, co-operative associations, or artels.

At the period when reformatory ideas began to manifest themselves in the urban crafts, we left the patriarchal associative trades in their villages. The Government doubtless entertained the idea of gradually extending the guild system to them also, but the conviction that the village industry would never prove anything but a profitable supplementary employment prevented it from doing so, and they were left to develop in a normal manner, as in other lands.

The period of serfdom, however, interrupted all development and prevented every association for individual profit or advantage.

The peasant serf, to whom agriculture and handicraft were no longer the same as

to the free man, when seeking other work was compelled to leave his former association and throw himself upon the mercy of some rich "koolocki" merchant or other person contemplating the erection of a factory.

But the still active love of independence dwelling in the Russian peasaut, and his antipathy to the regular methodical work peculiar to factories, deterred rather than attracted him to such employment. Factories received as their contingent the worst of the peasant class or those to whom the factory was the last resort.

Factories flourished consequently only where many hands and little skill were to be found. Dissatisfied with such a state of affairs manufacturers, under an edict of 1723, proceeded to acquire both land and peasants by purchase.

They soon discovered that the Russian peasant, whose skill though small was able nevertheless, if left to his own methods and not harried with innovations, to produce goods capable of successfully competing with poorer factory wares. Properly encouraged this system would have produced an incomparable village industry, but the efforts of capitalists, to the middle of the nineteenth century, were directed to the maintenance of an unnatural factory system.

The system prevailed until the emancipation of the serfs, when an industry, based upon slavery and ignorance, fell with the system which sustained it.

This did not imply a dissolution of existing conditions. Handicraft is for the Russian peasant a vital question. It was sought in many districts to expunge the elements still lingering from the days of serfdom; in others the rural laborer sought free and independent employment, but becoming conscious of the powerlessness of individual effort they, too, under the influence of inherited ideas, turned to the artel, or associative society, as a means of salvation.

Until the seventeenth century these associations were denominated "vataga," when they began to be called "artels." This borrowed word, whose derivation is uncertain, has singularly enough become the name of a peculiarly Russian institution.

According to some the word is a corruption of the German "antheil," or share, to work on shares, whilst others derive it from the Turkish "orta," community. The trade of Nischin-Novgorod with the Germans speaks for the former; the Samoyeds, Kareles, and similar tribes among whom like associations of the most primitive kind still prevail, speak for the second derivation. But be this as it may, the institution was already long dear to the Russians when the name appeared.

In general "artel" is understood to mean an association of several persons who have united their capital and labor, or the latter only, for the purpose of carrying on trades or work with an individual and collective responsibility. In addition, the primary principle of the union demands a voluntary admission as well of the maxim that actual labor only, and never borrowed or endowed capital, can confer membership as that an absolute equality of the members justifies for similar labor equal wages, from which, without the consent of all, no deductions for village or municipal dues can be made.

The fundamental principles of every enterprise are risk and responsibility. In the artel the proportional risk is accompanied by an unlimited responsibility. Thereby the credit of associations with small capital is increased, as well as a guarantee given for the proper effectuation of all orders received.

The unlimited responsibility necessitates a limited membership, prevents an immediate extension of business, and calls forth a certain amount of caution. This is all the more necessary since the contracting party is not an individual employer, but one itself bound in every instance to become an active member. The circulating ability of the wares is consequently increased, since the artel, employing no hired labor, performs as one man every operation itself.

The book-keeping is restricted by the absolute equality of all members to a simple registration of income and outlay, the final division of the balance being determined at a general meeting of the members.

A significant example of the applied theory is given by the following artels, the first of which is of a thoroughly primitive nature. It exists in the government of Vladimir. Here several villagers unite their small capital in order to purchase iron, which is then made into scythes in the common smithy. The scythes are intrusted to a member, who is detailed to sell them in the neighboring towns and villages. The orders he receives are promptly executed, and the profit is equally divided among all members.

Such artels are more completely organized in the government of Moscow. Here neighboring villages in which the joiners, lock and black smiths prevail, unite and determine the amount of capital they intend operating with. Having decided upon 2,000 rubles, the amount is raised by voluntary contributions of the villagers.

Only inhabitants of these villages who take active part in the association can become members. Such a member can be elected one of the committee of management, whose duty it is to procure the raw materials and sell the products.

After deducting the cost of the raw materials, 70 per cent. of the receipts are di-

vided among the industrious members and 30 per cent. are put aside as a reserve fund. Idle members are either expelled or must submit to a deduction, determined by a vote of all the members.

From the foregoing it will be seen that the village industry has largely preserved its primitive character. All business transactions, based on mutual confidence, are conducted by word of mouth, and at the close of the yearly accounts the same round is begun again, the artels annually renewing and reconstructing themselves. Such artels enjoyed the favor of the Government, which assisted them by orders, &c.

The following will serve as an example:

In 1860 certain Government factories for manufacturing percussion caps for artillery use were closed as being too expensive. Several artisans familiar with the process of manufacture, hearing of this, resolved to form an artel which would undertake to execute the Government orders.

Thirty-three thousand caps were ordered as an experiment, and the artel was permitted to use the Government works. The artel, consisting of sixty members, finished the order within the stipulated time, and a cap which had cost the Government from 50 to 100 copecks was delivered by the artel for 44½ copecks.

Encouraged by their success the artel was increased to one hundred and fifty members, and an order for 180,000 caps accepted, under the condition that the work should be done in the artel's workshops and the price reduced 4 copecks. Notwithstanding that this condition involved an expense of 17,500 rubles the order was executed to the satisfaction of all concerned.

Other and larger orders were filled at still lower prices, and as the Government could only keep them employed for nine months, they began to manufacture for own risk and account. Besides its financial success the artel has been in many ways a source of inestimable benefit to the district it is situated in.

Town and city artels rest on a similar basis, excepting that the Government demands a written constitution and by-laws, which must have the sanction of the minister of the interior.

The condition of the artels of the wandering trades, although they possess the largest contingent of laborers, is not so satisfactory. Being without capital they are compelled to look to some large builder or contractor, who employs them to perform mason, carpenter, and similar work. An elder instructs them in all they have to do, and is the connecting link between them and their employer.

These laborers deserve the name of artel, all independence having been lost by them, only inasmuch as they gain their necessities of life in common. They elect a comrade who must procure each week's supplies, and weekly account therefor. If fed by the employer then his duties are limited to finding lodgings and advocating the interests of the artel before the elder.

The foregoing examples are sufficient to characterize the handicraft or artisan's artels.

II.—LABORERS' ARTELS.

The artels of the common laborer are no less important than those of the craftsmen, for whilst the latter prevail in districts which have always been the cradle of Russian industry, the former are to be found in districts where neither nature nor circumstances favor their development.

They may be divided into two kinds, viz, dependent, or such as rely absolutely upon foreign capital, and independent, or such as furnish their own capital for their enterprises. The former belong to the artels devoted to the capture of marine mammals, such as the walrus and seal, and the cod, salmon, and herring. The latter includes the lumbering and agricultural artels.

A.—ARTELS FOR CATCHING SEA ANIMALS.

1. *Walrus hunters.*

These artels existed as early as the thirteenth century, but no chronicles of their form and character are found prior to the seventeenth century. These artels gradually extended their expeditions from the Petschora River to Nova Zembla, and with but little change assumed the form which prevails at present. One form has, however, entirely disappeared, viz, that wherein several peasants united their capital, tools, and labor. This rational form, where all shared alike and no one took the lion's share, was incapable of existing, and there remain only such artels whose members contribute but their labor, and receive everything else from the venturer.

Such artels consisted generally of fifteen men, whose captain demanded and received an implicit obedience. This captain was either the venturer himself, or some one chosen by him, who enjoyed special privileges and received a larger share than the others of the booty.

This booty was divided into seventeen shares, of which the venturer received two for the vessel and one for the captain, the remaining fourteen being divided among the members of the artel according to previous agreement.

The smallness of the individual share is evidenced by an account dated 1694, when an artel of fourteen persons, sent out by the archbishopric of Cholmogory, received but $\frac{1}{2}$ of 14 lays, the venturer retaining $\frac{1}{14}$. As the booty was 41 pounds of walrus teeth, 17 walrus skins, and 15 casks of oil, valued in all at 75 rubles, it is clear that the individual did not get much of a return for his labor.

In the eighteenth century matters were greatly changed. Count Thouvaloff obtained from the Empress Catherine the exclusive right of hunting sea mammals in the Polar Seas, and thus became the sole venturer and purchaser of all the animals captured. Under this monopoly a marine code was established which governed all walrus-hunting artels.

These artels consisted of from eight to twenty men under the command of a captain appointed by the monopolist. The booty was divided into two equal shares, of which the monopolist received one, the artel the other. But as these artels wintered in Nova Zembla the venturer had to provide for long voyages, the men suffered from scurvy, and the costs generally were out of proportion to the return.

Often several artels united to form a large artel, the products of the chase being divided equally among the different artels.

The nineteenth century brought but little change. The venturer furnished now the money, utensils, and provisions, and demanded a larger share of the booty, which must be sold to him only, whereby the artel became more dependent on the venturer than ever.

The artels, eight to fifteen men, seldom winter in Nova Zembla now. They set out in May and return in September. The supplies for each man, valued at about 20 rubles, are 112 pounds rye and barley meal, 54 pounds barley groats, dried oat-meal, salted codfish and meats, 9 pounds of butter, hemp oil, &c. The catch, or what the venturer gives for it, is usually divided into three times as many shares as there are members in the artel. Of these shares the venturer receives two-thirds, the artel one-third, and of the shares falling to the artel the captain receives four or five, his mate one or two, and the balance is divided among the remaining members.

The value of the catch of an artel has been for many years, on the average, about 1,500 rubles. Two-thirds, or 1,000 rubles go to the venturer, one-third, or 500 rubles, to the artel, so that at most each man would receive about 50 rubles. In fact they receive nothing like so much, for their shares are paid in goods, on which the venturer earns at least 20 per cent.

The number of artels has consequently greatly decreased. At the beginning of the present century there were one hundred, in 1867 but fourteen, in 1872 only five. Unless changes are made and capital comes to the rescue they will soon have disappeared entirely.

2. Seal hunters.

The seal-hunting artels, which are the most important in this category, are mentioned already in the fifteenth century. They are divided according to their hunting grounds into definite groups, which also influence their organization more or less.

Since the inhabitants of the eastern and western coasts of the White Sea are engaged in sealing, the artels are distinguished chiefly by their resorts; thus the winter coast in the district of Mesen; the summer coast in the districts of Archangel and Onega, and the ter coast in the district of Kem.

The most favored resort is the winter coast, and thither proceed the various artels to labor from January to May.

The artels of the Archangel and Mesen districts set out in January, so as to reach the general rendezvous by February, whence each artel proceeds to its hunting ground along the coast. Here their huts, of which the Archangel artels possess one hundred, are erected, each hut denoting an artel.

The organization of the artels of the Archangel *Simmij Putj* is as follows: They consist, according to the size of the boat, which must carry also all the supplies and utensils, of from two to five men. The smaller and lighter the boat the easier and less dangerous the work, for besides at times having to drag their boat long stretches over the ice, they must at other times be ready at a moment's warning to row for their lives.

The boat and all supplies are furnished by the venturer, who is generally also an active member of the artel.

Instead of as in former years dividing the entire catch into equal shares, the booty each member is now divided, according to agreement, into halves or fifths, a half or two-fifths going to the members, the balance to the leader or promoter of the expedition.

In the Mesen district the artels consist of seven members. The booty is divided

into eight shares, of which the boat is assigned one; the remainder is distributed between venturer and artel as described above.

The artels hunting on the Kedoff, Ustin, Konnschin, and Veschnij grounds are organized on pretty much the same plan as the foregoing.

The total number engaged in sealing is as follows:

Description.	Artels.	Members.
Winter coast:		
Simmij grounds	800	3,000
Kedoffski	300	2,000
Ustinski	150	1,000
Konnschinski	11	77
Veschnij	54	216
Summer coast:		
Veschnovalnij	350	1,050
Ter coast:		
Torosua	175	857
Total	1,840	8,200

The average, therefore, of each artel is five members. Assuming that each member caught 8 seals, the entire booty would be 65,600 seals which, at 3 rubles, the price usually paid, gives 196,800 rubles as the return for four months' work.

If this sum, which is much less than the actual amount realized, remained entirely in the possession of the artels it would be of the greatest benefit to the district. Unfortunately, however, three-fifths of the whole falls to the share of capitalists, whilst of the remaining two-fifths the individual member seldom receives more than one-tenth of his share in cash, but is, under the pernicious truck system, compelled to accept the balance in wares at exorbitant prices.

B.—FISHING ARTELS.

1. *Artels for codfishing.*

These artels, which are first mentioned in the seventeenth century, consisted of two kinds, viz, one in which the members participated with capital and labor and one with his labor only. The former succumbed to adverse influences apparently, as at the beginning of the eighteenth century all mention of it ceases, whilst the latter form still exists.

These artels were fitted out by the archbishops, who, until 1704, had the monopoly of the fisheries, when Peter the Great, under certain restrictions, opened the fisheries of the Murman coast to all. Private capitalists replaced the archbishops without, however, improving in any way the condition of the artels.

At present the artels organize themselves either at the close of the old or the beginning of the new season, grouping themselves about one "venturer" to the number of from one to eight artels with from four to thirty-two members. Everything must be ready for the expedition by the beginning of March. Long prevailing custom regulates the mode of division, and as soon as it is definitely settled what the captain of the artel is to get extra preparations are made for departing.

Prior to their selling out, the "venturer" gives the members of the artel a hearty dinner, furnishes each with wooden spoons, some cloth, and from 50 copecks to a ruble in money. The cost of the journey from the home of the "*artelstricks*" to the rendezvous, 100 versts beyond Kola, must be borne by them. Their poverty forces them to travel afoot and drag their provisions and utensils on sledges behind them. In this manner they journey many hundreds of versts, sheltering themselves as best they can until on arriving at the rendezvous the venturer assumes charge of them. Then follows a season of utter idleness, which, following immediately on the steps of intense exertion, produces, in connection with bad food and worse quarters, some sickness.

During the long and heavy work which follows, plenty of cabbage, with but little bread and groats, form the bulk of their diet. Ten to twenty men sleep in low huts of 3 or 4 square fathoms' space, and every summer fever, typhus, and scurvy rage on the Murman coast.

Of the catch, two-thirds belongs to the "venturer" and one-third to the artel, who, unlike the seal hunters, are not obliged to sell to the venturer only, though, as he pays the Archangel price, they generally do so.

Of the one-third belonging to the artel, each member receives one-half. There are annually fishing off the Murman coast about 700 artels with 2,800 members. The average yield is 650,000 poods of codfish (16,700 tons), which bring in Archangel

325,000 rubles (\$167,500); 216,000 go to the venturers, 103,000 to the artels, so that the individual *artelstrick* earns about 35 rubles a month.

The disparity between the shares of the venturer and artel is not so great as would appear. The outfit of an expedition of 4 boats costs 1,710 rubles. The catch averages 1,300 poods per boat, or 5,200 poods; 1,000 poods of salt are used, and that weight of fish is lost in salting down, so that 4,200 poods remain, which, together with the fish livers, realize 1,871 rubles.

2. Salmon fishing artels.

None of the artels heretofore considered are so various in their modes of organization as these. According to circumstances they are either the sole or secondary means the peasants have of gaining a livelihood. In the first case they are governed by the parish or village authorities, who are also the owners of the fishing grounds. In the second case the formation of the artels is left to the wishes of individual fishers.

Since the former method is the most usual, almost all the artels are dependent upon the community owning the fishing grounds. Occasionally the stations are let out to capitalists, either in whole or in part.

Capital has not with these artels an influence on their organization, nor on the division of the booty, which is regulated according to rational principles. Being, however, without the means of transporting their catch to the distant markets, they are compelled to sell their fish to the capitalists and taking their payment in goods, so that notwithstanding their large shares they are generally in debt.

The most usual organization is that of the village of Kandalashka. There the peasants form themselves into as many artels as there are fishing stations (15), casting lots for the choice, artel No. 1 fishing station No. 1. Each year each artel yields its place to the artel possessing the next number, so that eventually artel No. 15 fishes station No. 1. Each member, or *artelstrick*, must make a certain proportion of the net, must labor as much as every other member, and receives an equal share with every other. These rules are the result of an absolute honesty, which is strictly observed at meals and on all occasions, everything being the common property of all.

The booty is divided according to the season it was caught, viz: (1) All caught up to June 24; (2) that caught up to July 22; (3) that caught up to the end of August, and (4) that caught up to the close of the season; and of each of these classes every *artelstrick* receives his full share.

In 1875 there were 921 artels, with 4,534 members, whose catch was valued at 133,815 rubles.

3. Artels for catching herrings.

These artels differ but little, if any, from those for salmon fishing, and consist either of those in which the parish exercises its rights, in which case each "soul" or male adult is a member entitled to a full share, with equal rights and duties; or of those, when the parish has let out its rights, where the artels are independent.

In the latter case a boat, net, and 3 men are necessary to form an artel, and the catch is divided into 5 instead of 3 shares, the boat and net being considered as members whose labor must be paid for.

A good catch yields for each share from 20 to 30 rubles. In other districts the nets being larger are allotted 3 shares, although the catch is seldom worth more than 200 rubles.

Without considering the remaining fishing artels, which possess little not already considered, we will turn to the

III.—INDEPENDENT ARTELS.

A.—HUNTING ARTELS.

The chase, one of the most remunerative of occupations, not only in Northern European but also in Asiatic Russia, is from its nature but little adapted to associative societies. Nevertheless the Russian character is so wedded to the artel system that he prefers even in hunting to act in common with others.

Hunting artels are the most primitive known in Russia. They have no leader or captain, each member providing his own gun and ammunition, and every hunter who has participated in the chase receives an equal share of the spoils; with the division of which the artel may either dissolve or continue at will.

Often a number of peasants unite and hunt for a whole season on absolute parity, the worst shot sharing equally with the best.

Statistics of these artels have been kept in Archangel only, and here it appears that 9,593 peasants are members of hunting artels, and the spoils of their chase are valued at 123,850 rubles; that is to say, 4 per cent. of the population of the government of Archangel are hunters, whose average individual share is about 13 rubles.

B.—AGRICULTURAL ARTELS.

In the strict meaning of the word, agricultural artels, with the exception of one each in the Government of Archangel, Olonets, and Tchernigof, do not exist, but under the tutelage of certain agricultural institutions are in process of formation as a means of solving the peasant land question.

After the emancipation a certain quantity of land was assigned each village, or peasant community, and this land was divided, not according to the number of families, but according to the number of souls or male adults.

The number of souls was determined by the previous census, and as the interval between each census was from fifteen to twenty years the changes in the various families were often such as to render the allotments a matter of hardship. For instance, a family of eight "souls" at the previous census may at the time of the allotment either be reduced to two or increased to sixteen. In either case hardship ensues, for whilst the two souls are unable to cultivate the allotment of land made for eight souls, sixteen souls are unable to live upon it. Again, the average size of the allotment per soul is not large, and in consequence of irrational cultivation it suffices for the support of a family only in the best of years. Under such circumstances there can be no question of a saving, either of money or grain, and a single bad year or an epidemic among his animals reduces the peasant to the direst necessity.

Another difficulty is the impossibility of introducing a system of servantry. The feeling of equality pervades the peasant so greatly that the poorest peasant in adverse circumstances much prefers to sell his last possessions and seek his fortune as a common laborer in remote districts to taking service in his own village with those whom he considers his equals.

The question of altering the land tenure of the peasants has, in view of these facts, been under consideration for years. The peasant is holder in usufruct and not in fee, the land being vested in the community; and this fact is considered in many circles as the root of all the evils which at present afflict the Russian peasantry.

Whilst the question of agricultural artels has been engaging the attention of the public, two sorts have gradually developed, viz, (a) cheese-making artels and (b) the female artel for tobacco planting.

a. In 1873 there were 14 such artels with 600 members. The fact that women were able to perform the duties of an *artelstrick* rendered these artels particularly important, inasmuch as both man wife found profitable occupation.

These artels are formed in the following manner: The village community having decided to erect a cheese factory, a subscription is taken up among the peasants who then proceed to organize themselves.

All peasants delivering milk to the factory are considered members, and this without regard to the quantity delivered. The season begins in February and ends in September, when the accounts are also settled.

The management of the artel is under the charge of an "elder," chosen annually; that of the factory under a "master," generally a foreigner (Hollander), assisted by a number of lads of the village, who are instructed by him in the art of cheese-making, and become in a few years "masters" themselves.

b. The best example of the tobacco-planting artels is to be found in Njestim, in the Government of Tschernigof. Here in autumn, or at the beginning of winter, two or three Cossack maidens leave the city in search of work. Having found a farm and come to an agreement with the owner, they enlist the necessary number of associates and organize 2 or 3 artels of from 6 to 9 members, according to the size of the plantation. The terms arranged with the planter are almost always the same, viz, he provides sheds for drying the tobacco, a well manured field, and lodging, fire, and light for the *artelstricks*, who, for their part, must perform all the work, from the planting of the tobacco to its final preparation for the market. As compensation they receive half of the crop. Since the absolute parity of all members is the rule which governs the distribution of the earnings of the artel, the greatest care is exercised by them in the selection of their associates in order to exclude all unskillful ones. And even then it is seldom that the same persons remain several years in the same artel. The marriage of a member excludes her from all artels.

It is very difficult to estimate the earnings of a member; ordinarily they fluctuate from 30 to 50 rubles, but in 1872 they ranged from 100 to 150 rubles. There are altogether about 1,000 female *artelstricks*, who earn about 50,000 rubles and work up about 80,000 poods of tobacco.

The planters prefer the artels to day laborers, the former being much the cheaper, the proportion for plain tobacco being as 100.38 and for American tobacco as 100.40, whilst the cost of preparing a pood of tobacco by the laborers is 95½ copecks and by the artels 77 copecks.

The artels for mining are organized on much the same plan, the main difference being that they are less independent than those just considered.

IV.—EXCHANGE OR TRADE ARTELS.

These artels are the best known, most important, and most widely extended of all artels. We shall consider those of St. Petersburg and Archangel only, as the artels of other cities differ from these in minor details only.

Exchange artels arose in St. Petersburg about 1712, when the Government and commercial enterprises had attracted a large number of laborers, who organized themselves into artels for handling the merchandise entering and leaving the ports.

Being at first largely employed by individual merchants, they were originally called after their employer or their native province, but acquired later the generic name of exchange artels.

According to the work performed, these artels may be divided into two classes, viz, those handling merchandise and those engaged in counting-houses. The former are employed in all places where goods and wares are laden, unladen, or stored, and are in the main concentrated in and about the custom-house. Their duties are the following:

The discharge of every vessel arriving with dutiable wares is attended on the one hand by the representatives thereof, the custom inspector, and the members of the *dragil Artels*, who will be considered later, and on the other by certain *Artelstricks* in the interest of the consignee. The latter watch their employers' goods, inspect their condition, and report on the completeness, &c., of the shipment. After both parties have completed the discharge, the merchandise is transported by the *dragila*, accompanied by the *Artelstricks* to the customs warehouses. Here, assisted by the *dragila*, the *Artelstricks* open, unpack, examine, weigh, and repack the merchandise, and see that the necessary seals are applied, watch the goods stored in the warehouses, and, in short, perform all and every labor attending the discharge, receipt, and transportation of the goods.

The work done in counting-houses is generally limited to the cash department, although the members of these artels are often employed as trusted servants in the employers families, &c. As cashiers, they have full control of the money, and perform all the duties relating thereto.

The income of the twenty-four artels in St. Petersburg is about 2,000,000 rubles. Their earnings are largely dependent upon the season, being in summer thrice as much as in winter. This fluctuation of receipts prevents the artels from accepting as many members as would appear necessary, and compels them to employ for the simpler duties of carrying the merchandise, &c., the common laborers' artels.

All artels have a fixed tariff, beyond which they may not go, but they usually accept rates much below those of their tariff.

These artels perform their work in the most conscientious manner, and are collectively responsible for every loss or injury caused by one of their number. These losses are either paid from the capital of the artel, or, in cases where the loss exceeds the capital, is worked off by the artel. But such losses are the rarest occurrences, as excessive care is exercised by every artel in the selection of its members.

Every offense is punished by a larger or smaller penalty. These punishments are (1) a fine imposed by the artel; (2) exclusion from work, being either definite or indefinite; and (3) expulsion from the artel, being either ordinary or extraordinary.

The first is imposed for unwarranted absence from posts and varies from 60 copecks to 3 rubles. If this fault occurs repeatedly, or if there is a decided offense on the part of an *artelstrick* the fine fluctuates between 6 and 200 rubles, or the culprit is excluded from work. Expulsion is resorted to when no other punishment avails.

The minor penalties are inflicted by the elder of the artel, with the right of appeal to the artel as a whole. Suit in the courts of law are expressly forbidden, refractory members being liable to extraordinary expulsion, i. e., he forfeits at his expulsion all moneys due him. A frequent resort to such penalties would soon ruin the artel, and admission thereto is consequently not easy. The chief qualifications are honesty and temperance; the applicant must be known to several of the members, one of whom must become his surety. If these conditions are complied with and the applicant is sound of body and able to read and write, he is called before the general assembly and after promising before the picture of the saint to obey all the rules of the artel, and to accept the principle of collective responsibility, signs a document to this effect. The new member must then pay an initiation fee and entertain the artel.

The amount of the initiation fee varies from 1,500 to 3,000 rubles, and may be paid in one installment or gradually. This fee is exacted from adult members only, minors paying an annual sum varying from 90 to 110 rubles during their minority, and being at their majority, on payment of the regular initiation fee, accepted as full members. But few are able to pay this fee at once, and most are engaged for years in working it off. These payments are divided among the members once or twice a year in the following manner: The elder makes up three lists, viz (1) a list of the share of each member less the initiation fees; (2) a statement of the number of days worked by

each member and the wages due him ; and (3) a list of all the fines and other receipts, and each member receives his share according to these lists. The inequality of these shares depends upon the proportion of the entrance fee actually paid and the work performed by the members.

From the share of each *artelsrick* certain deductions are made for the reserve and guarantee funds as well for charitable purposes.

Every member, if not in debt, may leave the artel at will, and receives, if his retirement takes place within six months, his entrance fee in full, but later only one-third thereof is paid. The twenty-four St. Petersburg exchange artels have at present about 5,000 members.

DRAGIL COMPANIES.

These associations, although not designated as artels, are both in their principles and management identical with artels. The only difference is that the custom department, whose interests they represent, retains the right of confirming every new member, and of expelling unsatisfactory ones.

Such artels have existed in St. Petersburg since 1724, and draw their revenues from the dues paid for handling all wares and merchandise entering and leaving the custom-house.

Membership is open to every respectable man, the entrance fee is 600 rubles, and the artel is managed by an elder chosen annually.

Such artels have existed in Archangel since the sixteenth century, and are evidently the prototypes of those of St. Petersburg.

TRADE GUILDS IN ST. PETERSBURG.*

REPORT BY CONSUL-GENERAL STANTON.

In reply to the Department's circular of May 18 relative to trade guilds in Europe, I have the honor to submit the results of my inquiries in this city and the Baltic provinces in the following report.

TRADE GUILDS IN RUSSIA.

Trade guilds, like so many other things in Russia, are more or less indifferent imitations of German institutions. Their introduction dates from the time of Peter the Great, who endeavored, with but little success, however, to engraft this Teutonic shoot upon a Russian stem. Catherine II, also, encouraged their establishment, but on the whole they had a fitful and uncertain existence up to 1870, when, under certain conditions, trades were made free to all.

They never obtained the form nor exerted the influence which their prototypes did in Germany, and at the present moment their existence is but little more than nominal.

TRADE CORPORATIONS IN ST. PETERSBURG.

At present all craftsmen and artisans dwelling in St. Petersburg are collected into two corporations which are designated as (a) native, and (b) foreign trade bureaus. The former includes natives only, the latter all such foreign artisans as are domiciled in St. Petersburg. Each of these corporations has a separate organization, and, under Government supervision, is managed by a president, with from two to four members as assistants, who are severally chosen by ballot of the corporation members for a term of three years.

These persons must be approved by the Government, and their duties are to maintain order and system in the corporation, to defend its interests, and represent them to the Government ; to regulate all matters of

dispute between masters, journeymen, and apprentices, as, also with private individuals, and, generally, under the provisions of the general law, as laid down in Vol. XI, Part II, to look after the corporation's interests.

Each corporation consists of thirty guilds, each of which has its elder with two adjutants, as well as its private treasury and banner. The latter bears the appropriate insignia of the trade and the arms of the empire.

TRADE GUILDS IN ST. PETERSBURG.

The guilds are as follows : (1) Bakers ; (2) bookbinders ; (3) gunsmiths ; (4) surgical-instrument makers ; (5) confectioners ; (6) turners ; (7) dyers ; (8) bronze-makers ; (9) butchers ; (10) goldsmiths ; (11) engravers ; (12) glove-makers ; (13) plumbers ; (14) copper and tin smiths ; (15) furrriers ; (16) painters ; (17) musical-instrument makers ; (18) barbers ; (19) upholsterers ; (20) harness makers ; (21) saddlers ; (22) locksmiths ; (23) blacksmiths ; (24) tailors ; (25) chimney-sweeps ; (26) wheelwrights ; (27) shoe-makers ; (28) carpenters and joiners ; (29) watch-makers ; (30) weavers.

The number of craftsmen in St. Petersburg is as follows :

Description.	Native.	Foreign.
Masters	8, 059	1, 090
Journeymen	24, 209	900
Apprentices	11, 621	156
Mistresses	1, 623	110
Journeymen	2, 048	20
Female apprentices	2, 427	24
Total	49, 987	2, 306

Journeymen may become masters after three years' service, upon passing an examination and making a so-called masterpiece, but not until they have attained their twenty-first year.

RULES GOVERNING THE RELATIONS BETWEEN EMPLOYER AND EMPLOYÉ.

The following are the rules governing the relations between masters and journeymen :

1. Every journeyman must possess a diploma or certificate of his rank. No master may engage a journeyman without such a diploma, under penalty of a fine.

2. Every journeyman entering the service of a master must, for their mutual security, make a written contract, specifying the term of the engagement, wages, deductions to be made in case of neglect, &c.

3. No contract may be made with a journeyman for a longer term than the duration of his passport or permit of residence.

4. The master may discharge the journeyman before the expiration of his engagement, for negligence in the performance of his work or for bad conduct, but in such a case must give the journeyman two weeks' notice and pay him his wages up to date of discharge, according to the decision of the trades bureau.

The journeyman, if leaving prior to the expiration of the engagement, must likewise give two weeks' notice.

5. To enable the calculation of the wages, each master must furnish

his journeyman with a book in which the master must personally note each payment made, as well as all deductions made under the terms of the contract of engagement.

6. These books are issued by the trades bureau under its official seal. The books are the property of the journeyman, whilst the masters are obliged to enter all payments, &c., in a ledger kept for that purpose.

7. The decision of the trades bureau in disputes between masters and journeymen must be based on the books and the aforementioned contract.

8. Upon the discharge of a journeyman, the master must immediately grant him a certificate stating his skill, industry, and conduct, and no master may engage a journeyman without such a certificate; nor may any journeyman without such a certificate accept work from any master, under penalty of a fine.

9. These certificates must be written upon a specially provided form, and the signature of the subscribing master must be certified by the director of the trades bureau.

10. The master must keep the certificates, passports, &c., of the journeyman, but at the close of the engagement, and in the absence of legal grounds for retaining them, they must be immediately delivered up to the journeyman.

11. Every master must keep his journeymen in good and proper condition and pay their wages punctually and exactly.

12. No journeyman is at liberty to accept or perform any work without the knowledge and consent of his master.

13. Journeymen, being simple workmen, supporting themselves by the labor of their hands, are forbidden to keep other journeymen or apprentices for the performance of work in the city.

14. Journeymen are forbidden, without the permission of their guild, to work at the trade of a different guild, but they are at liberty to accept from the masters of other guilds all work proper to their own trade.

15. Journeymen are forbidden to drill (?) together without a master, either to make goods or sell goods made by themselves, excepting in the case of their being employed in factories.

16. Journeymen are bound to instruct their master's apprentices in their trade, to pay attention to their conduct and mode of life, and to live quietly and peacefully with them.

17. Journeymen must pay due respect to their masters and their masters' families.

18. Journeymen are forbidden to leave the service of one master and enter the service of another without a certificate from the first master. If the master refuses such certificate from anger, revenge, or other motives, the journeyman is at liberty to enter complaint against him at the trades bureau.

19. A journeyman who has worked as such not less than three years, and possesses good certificate as to conduct and capacity, may, as soon as he has attained his twenty-first year, apply to the trades bureau for acceptance as master.

20. If a journeyman has worked three years with a master and his conduct has been good and he industrious, he may, in case the master refuses a certificate, apply to the trades bureau, whose director must settle the dispute:

21. A journeyman absenting himself without leave, or refusing without legal grounds to perform his allotted work, is liable for every day's

absence or refusal to work to a definite deduction for the benefit of the master, and a fine of equal amount to be paid to the treasury of his guild.

22. Should his absence exceed seven consecutive days the journeyman is, besides the deduction from his wages, liable to imprisonment from seven to twenty-one days.

23. A journeyman who whilst working for a master is drunk for one or more days, or impertinent to his master, his master's family, the guild elders, or others in authority, is, according to the gravity of his offense, liable to a fine of from 1 to 5 rubles, or imprisonment from three to five days.

24. If a journeyman or apprentice accepts work without the knowledge of his master, he is liable, on the complaint of the master, to a fine of from 1 to 10 rubles, to be paid to the guild.

25. A journeyman leaving one master to enter the service of another without obtaining a certificate from the former is liable to a fine of 5 rubles, to be paid to the guild.

Every master artisan must pay to the trades bureau to which his guild belongs a certain annual amount, varying according to the number of journeymen employed by him.

Apprentices, both male and female, are subject to the provisions of the general law as found in volume XI, part 2, sections 139-145.

The chief provision is that an apprentice may not be kept longer than five nor less than three years. An apprentice may become a journeyman or journeywoman by passing an examination at the expiration of the apprenticeship and receiving a legal certificate of his or her efficiency.

Apprenticeship is purely a matter of contract and is generally made for three or four years. The master has but little control over the apprentice, and must for serious faults or misdemeanors lodge a complaint either with the trades bureau or the justice of the peace.

TRADE SCHOOLS IN ST. PETERSBURG.

The guilds forming the above-mentioned corporations or trades bureaus, support at their own expenses, (a) a poor-house, where 107 impoverished and enfeebled craftsmen, and 184 aged women and widows of masters and craftsmen are cared for; and (b) a trade school, where exclusively children of members of the guilds and their orphans are educated in elementary knowledge and trades, and consists at present of 35 boys and 95 girls.

There are also two trade schools under the control of the Government in this city. The first, under the patronage of the Emperor, contains from 200 to 250 boys.

Children of all classes are accepted here and taught, in addition to their ordinary studies, various trades, principally mechanical, both practical and theoretical.

The course is seven years, and scholars must enter between the ages of twelve and fifteen years. The cost of tuition is, for full boarders, \$125; half boarders, \$75; and for day boarders, \$15.

The second school is of a more elementary character. The course is three years, and the scholars must be thirteen years. The tuition costs \$10 annually.

Both of these schools are but recently established and are still in the experimental stage, but there can be no doubt of their success, or of the benefits they confer on the community.

CONCLUSIONS.

The guild regulations above given are, as far as I can gather from conversations with members of various guilds, by no means strictly carried out.

It would seem, if I am correctly informed, that only those relating to the payment of dues by masters and to the settlement of disputes between masters and journeymen are of any practical value, the former for purposes of income, the latter for the preservation of harmony among tradesmen to the exclusion of litigation.

EDGAR STANTON,
Consul-General.

UNITED STATES CONSULATE-GENERAL,
St. Petersburg, August 27, 1884.

POLAND.

TRADE GUILDS IN POLAND.

REPORT BY CONSUL RAWICZ.

I have the honor to give hereby the required information in answer to the "trade-guild circular" of May 18 last.

My reply to this circular has been delayed by the absence of the only one of the local private statisticians capable of providing me with reliable data.

TAILORS' TRADE SCHOOL.

There is only at Warsaw the tailors' trade school, the statute of which has been approved the 24th day of April, 1880.

The following are the principal sections of this statute, viz:

SECTION 1. The association of the united master tailors open under the inspection of the municipal council a school of cutting and sewing all kinds of clothes, as well as of drawing contours and figures.

SEC. 3. The school will be placed under the protection of a tutelar council, composed of three citizens to be invited by the municipality, a senior of the guild and his assistant, and under the immediate direction of a superintending council composed of six guildmasters belonging to this association.

SEC. 4. The school will be divided into three one-year courses. The plan of studies will depend on the superintending council of the school.

SEC. 5. The course of lectures will be opened on the 13th day of August of each year.

SEC. 6. The lectures will be given during all the week days from 8 to 12 a. m. and from 2 to 6 p. m.

SEC. 8. Candidates can be admitted to the school in all seasons of the year and designed for this course for which they may prove fit in the tailor's trade, but after the close of the school year they can pass to the following course.

SEC. 9. Incapable scholars can be left in the same course for the second year.

SEC. 11. Examinations will take place in July, in the presence of the tutelar council and invited persons.

SEC. 14. For the teaching, the scholars will pay \$3 per month.

SEC. 15. Every misunderstanding between the parents and the school will be decided by three members of the tutelar council, and if, in this way, no understanding will ensue the affair can be referred to the court.

Every boy entering into the school must be at least thirteen years. Younger candidates can be admitted to the school only by a special decision of the superintending council. Scholars, besides the systematical learning of the tailors' trade, will take lessons in drawing and other sciences. The scholars of the third course will make

excursions to proper factories at the expense of the school and under the guidance of persons selected by the superintending council.

A scholar finishing the school studies obtains the degree of journeyman of the tailors' guild.

The scholars working in the school after the school hours are paid therefor. Notwithstanding the existence of this school the parents send but few children to it, though at present it is quite difficult to bind a boy to a trade.

LAWS GOVERNING GUILDS.

As to the organization of guilds the law of 1816 is still in force, according to which, wherever there are ten or more master tradesmen they are to compose a guild, but if there are less than ten they must either join with other guilds or with a guild existing in another town until their number increases.

This trade corporation should meet every three years with a view to electing a senior and his assistant, who, together with an appointed magistrate, make the office of the elders of a guild.

Every journeyman should be provided by the office of the elders with a trade-book, into which should be entered both the term of going to work with a trademaster and the term of quitting work.

Every journeyman should devote as much time to the years of practice as is customary in his trade, yet never more than two years; from the obligation of wandering, however, he can be freed by the higher authorities.

Journeymen can have their own chest of contributions for their common wants, the funds of which can be spent before all upon the reliefs to the sick and poor journeymen. For the proper use of these funds, however, a care should be taken by the office of the elders.

After the years of practice the journeyman may become a trademaster on presenting to the office of the elders a piece of workmanship, which should be performed by himself and under the control of the office of the elders, afterwards his name may be entered in the book of trademasters.

The receipts collected for the admission to apprenticeship, the freeing of apprentices as journeymen or trademasters, as well as the various fines, should be deposited in favor of every trade corporation in a special trade-chest existing in the municipal cash-room and used in behalf of every trade corporation.

At the end of the year these revenues should be computed and their accounts examined and approved by the office of the elders.

The office of the elders has no right to impose contributions on trademasters; the latter, however, can form a relief fund of their own for voluntary contributions for the ruined trademasters or their widows and children.

Notwithstanding the maintenance of trade corporations, the carrying on of a trade by other persons not belonging to a trade guild was never forbidden.

LAWS GOVERNING APPRENTICESHIP.

With respect to the apprentices, the law of 1816 has provided that the choice of a master to whom an apprentice is to be bound belongs to the parents or guardians; the office of the elders, however, should endeavor to get a place when an apprentice is unable to find out a master for himself.

After a four weeks' trial an agreement between the master and his

apprentice as to the further remaining in apprenticeship should be made. This agreement should be approved by the office of the elders, who have the right of suppressing oppressive conditions.

During the time of apprenticeship the trademaster is obliged to impart to his apprentices every information requisite for an orderly management of a trade as well as to keep a watchful eye upon his good manners, the observance of religious principles, and to care about his acquisition of the necessary refinement by sending him to a school at least during six hours per week.

After the accomplished apprenticeship the trademaster is obliged to present his apprentice to the office of the elders for examination, in virtue of which the apprentice can be freed from the apprenticeship and become a journeyman of a trade.

JOSEPH RAWICZ,
Consul.

CONSULATE OF THE UNITED STATES,
Warsaw, September 11, 1884.

HOLLAND.

TRADE SCHOOLS IN HOLLAND.

REPORT BY CONSUL ECKSTEIN, OF AMSTERDAM.

By the trade-guild circular issued by the Department of State, under date of May 18, 1884, certain information is sought to be secured by the Department in the interest of the merchant tailors:

1st. There are neither in this consular district nor in this country any schools where boys are taught the tailor's trade.

2d. There are no guilds connected with the trade in Holland; there have been, but they have gone out of existence many years ago.

3d. There are no laws governing apprenticeship, nor any fixed regulations appertaining thereto.

As the circular further states that the information sought for by the Merchant Tailors' Exchange would be equally valuable to other trades, &c., I continued my investigations of the subject for the purpose of enabling me to answer on the above points, and with the following result:

I find that whilst there are no schools in this country where boys can learn the tailor's trade, there are schools called here "Ambacht schools" (trade schools), where boys are taught the trades of carpenter, blacksmith, machinist, cabinet-maker, sculptor, painter, plasterer, turner, &c.

The first school of this description was organized at Amsterdam in 1861, under the auspices of the "Maatschappij voor den Werkden Stand" (Society for the Amelioration of the Condition of the Laboring Classes).

Similar schools have since been started and are now existing at Rotterdam, the Hague, and in several other cities in the Netherlands.

I have visited one of these schools here several times, and from what I have seen of it and from all that has been explained to me by the director of it, I concluded that if full particulars relating to their organization, regulation, management, and successful operation were placed in the hands of proper parties in the United States, who are interested in the matter, they could hardly fail to prove valuable and useful. Such detailed particulars I, however, find it impracticable to give without having certain little books containing the information translated.

This I should undoubtedly have done but for the great difficulty in getting anything properly translated here from the Dutch into the English language.

I therefore transmit herewith a copy each of the little books or pamphlets I refer to; giving their translated title, they are:

1st. The trade school for the laboring classes, organized by the Society for the Amelioration of the condition of the Working People, during eleven years of its existence, from 1861 to 1872.

2d. Society for the Amelioration of the condition of the Working Classes, division, trade school, regulations. Amsterdam, 1881.

3d. Report for the twenty-third school year, from January 1 to December 31, 1883, &c.

I transmit these pamphlets in the Dutch language and without translations, as it is impossible for me to translate them in consequence of my time being otherwise fully occupied by the business of the consulate, and in the confident belief that the Department possesses the facility for getting them translated much better, quicker, and cheaper than I could do it here.

The proposition of teaching boys the tailor's trade in the trade schools here has frequently been discussed between merchant tailors and the directors and managers of the schools, but it has so far been found to be utterly impracticable.

APPRENTICESHIP.

With regard to the absence of all law and regulations governing apprenticeship in this country, it is proper that I should state that the present system, or rather the absence of any and all system, is extremely unsatisfactory, its injurious effects being seriously felt in many ways.

A change in this respect is badly wanted here and urgently called for, and, therefore, is likely to come about in the near future.

D. ECKSTEIN,
Consul.

UNITED STATES CONSULATE,
Amsterdam, July 22, 1884.

BELGIUM.

TRADE GUILDS IN ANTWERP.

REPORT BY CONSUL STEWART.

In response to the circular from the Department of State, dated 18th May, 1884, asking, on behalf of the Merchant Tailors' Exchange, of Washington, information regarding the trade guilds of Europe, I have the honor to report from this district as follows:

MERCHANT AND WORKING TAILORS.

There are no schools or similar institutions in this consular district where boys may be instructed in the tailor's trade. There are no societies, guilds, or other organizations of any kind in connection with the tailors' trade in this city.

When parents wish their boy to learn this trade the usual system is

to send him to a working tailor, upon conditions which may be agreed to between the parents and the tailor.

None of the principal merchant tailors of this city employ workmen upon their premises, except just a sufficient number to alter or repair garments that must be attended to immediately.

The cutting and sewing is done entirely by working tailors at their own homes; and they are provided by the merchant tailors with the cloth, buttons, lining, trimming, &c., the workman furnishing the necessary thread or sewing-silk.

These tailors are paid by the piece, according to their skill and the nature of the work; a good workman receives as much as \$5 for making a suit of clothes. This is the maximum remuneration, and the minimum may be stated at about \$2.75 cents.

TAILORS' TRADE SCHOOL IN BRUSSELS.

In Brussels, however (distant only one hour from Antwerp), there is a school, founded by the principal master tailors, for the purpose of providing trained and competent workmen. It is governed or directed by the members of the society of founders, who assume its management alternately.

The instructors are working tailors of extensive experience.

The course of instruction is divided into three branches:

1st. The most important portion of the work of the trade (such as the making of coats, overcoats, &c.).

2d. The making of pantaloons.

3d. Waistcoat making.

There are three instructors for each branch, who give a course of lessons twice each week. The boys are also instructed in the ordinary rudiments of education, such as reading, writing, and arithmetic, as in any other school.

Youths, to be eligible for admission, must be fourteen years of age, and bear an excellent character. They may remain in the institution until they have attained their eighteenth year, this period of four years being considered adequate to accomplish them in the art of tailoring. They can then engage as tailors, or undergo an extended apprenticeship with a working tailor.

During the first six months after admission the boys receive no remuneration whatever; from this time, however, as they are supposed to have learned enough to be of some practical use, a salary of 10 cents per day is paid them. This salary is increased according to the ability and progress displayed, but it reaches the maximum at 40 cents per day.

This school has been so recently founded that we cannot, as yet, judge of its results with any degree of precision, but it seems to be a notable success, and the future will show the extent of the benefit which may accrue through its instrumentality, both to masters and workmen.

We may safely assume that the master tailors of this district will be very eager to avail themselves of any workman they may be able to obtain who has benefited by the thorough training of such a school.

CUTTERS' GUILD IN BRUSSELS.

There is also at Brussels a society connected with the tailors' trade, composed entirely of cutters, and formed with the design of mutual protection and general intellectual improvement.

Some of its purposes are: Procuring employment for any of its members who may fall out of work; affording pecuniary aid to its members in times of necessity, and founding a library containing all possible information upon the ancient and modern methods of cutting.

The funds of the society, when they have reached a certain amount, may be used to relieve cases of distress, such as members who have become helpless and who are found worthy of general esteem; but to enjoy this benefit they must have belonged to the society at least ten years.

Some of the rules of this society are as follows:

The administration is composed of a president, vice-president, secretary, assistant secretary, treasurer, receiver, and archivist. The limit of the administrative office is one year, but the retiring members are eligible for re-election.

A meeting is held monthly, and the subscription is 1 franc per month for each member.

No member of this association may present himself for employment at any tailoring establishment where other members of the society are employed without first ascertaining whether, by so doing, he will prejudice their interests.

In the event of any member presenting himself as a candidate for employment otherwise than according to the rules of the society, he will be immediately expelled.

Any member having been out of employment one month or more may apply to the committee for assistance.

This application is submitted to and decided by the general assembly, and the committee may be empowered by it to advance a certain sum, as a loan, without interest for three months.

The entire loan must be returned within six months from the time of resuming work.

In cases of extreme urgency, however, the committee may act without waiting for a reference to the general conference. No member, however, can avail himself of this aid unless he has belonged to the society at least one year.

All members in search of fresh employment must enter on a register the exact day on which their present employment will cease, and they must acquaint the secretary or committee when they have obtained other employment.

Any member knowing of a suitable vacancy is required to acquaint the committee of its existence.

In order to obtain admission to the society the applicant must undergo an examination in tracing and cutting, before an examination committee composed of seven members.

There is also, I am told, a somewhat similar society existing in Brussels among the salesmen in the tailoring establishments.

CIGAR-MAKERS' UNION.

The following information has been kindly furnished me by one of the principal cigar manufacturers in the city of Antwerp.

There is a cigar-makers' union or society in Belgium with its branches in all the large cities of the kingdom. It is most powerful in the city of Antwerp, where it numbers about two thousand members.

This society is at the same time political, benevolent, and protective.

Politically it forms a part of the great international union of socialists, and during the last election here its united support was given to the socialist candidate for the Chambers. Fortunately, however, its po-

litical influence is hardly worth mentioning, as suffrage is limited to tax or rate payers, and the proportion of voters among its members is insignificant.

As a benevolent society it is useful, but I imagine its means are hoarded for its principal purpose of protection of what it considers the rights of workmen.

Of the rules and regulations governing the society I have not been able to gather more than the following:

1. No member can work in factories employing men who do not belong to the society.

2. When a member is out of work he may not apply direct to a factory, but must report himself to the society, which sends him to seek employment wherever it may deem best.

3. The prices for the making of the different patterns of cigars are fixed upon by the union, and must be accepted by the cigar manufacturers.

4. If a new pattern be presented to a member, and he be asked to put a price upon it, he can give no answer without first referring to the union.

5. If for any cause a member deems that he is wronged by his employer, he may leave work; and in such a case he receives his full pay from the union.

6. If he be dismissed by his employer he merely receives the help allotted to non-working members, which is, I think, 30 cents per day.

7. The members of this union, working in the largest manufactories in this city, are assessed at (fr. 1) 19.3 cents per week.

One of the regulations of the cigar-makers' union, from its beginning, has been to prohibit its members from accepting employment in any factory where boys are trained to learn their business. The consequence has been that during the twelve years that the society has had full sway very few new workmen have learned this branch of industry, and the number of skilled workmen has diminished about one-half.

This has been very injurious to this city; and in fact Antwerp is no longer considered the cigar manufacturing center that she formerly was, the majority of the ordinary grade of cigars being now turned out by the factories in Gramout, Ghent, Liege, and St. Nicholas.

In these cities the cigar-makers' society is also in existence, but in spite of its efforts, and notwithstanding the support given by the associations of Antwerp and Brussels, it has not yet succeeded in getting the upper hand of the manufacturers. Here, however, the organization being very strong and most perfect, they dictate the terms to the manufacturers and they are compelled to accept them.

There is at present a deep feeling of uneasiness among the workmen, caused by the great depression in the cigar trade, and I understand that upwards of one hundred and fifty members of the association are at present out of work. If such be the case it is not difficult to understand that, the society having to provide for their support, orders are given to avoid the throwing out of work of a greater number, and those employed are probably instructed to do their utmost to give their employers no cause of dissatisfaction.

DIAMOND-CUTTERS' UNION.

Among the diamond workmen in Antwerp there is an organization, numbering probably from 800 to 1,000 members, called "The Society of Mutual Assistance."

The purpose of this society is simply to assist members when they are ill.

To become a member one must have been at least three years in the trade. The contribution is 1 franc, or 19.3 cents, per month.

Persons can only be admitted as members between the ages of eighteen and sixty years, and have to remain members for one year before deriving any benefit from the society.

When a member becomes ill he must furnish a certificate from a physician, stating the nature of his disease, to the secretary of the society, within five days; and has to renew the same every five days of his illness.

For the first four months of illness the patient is paid 2 francs, or 38½ cents, per day, and for the next five months, 1 franc, or 19.3 cents, per day.

When the patient remains ill longer than nine months the commissioners meet and decide what is best and proper to be done. If the treasury is in good condition they may continue for three months longer the allowance of 19.3 cents per day; but if money is scarce they may decline to contribute any longer. Accidents, making a member unfit for work, are considered the same as sickness; but immoral diseases and illnesses arising from intemperance are not considered. If any member attempts to deceive the society, by feigning sickness, he is fined, for the first time, \$1.93, and for the second attempt he is expelled from the society.

In case of death the society pays the funeral expenses and religious ceremonies, and, as most of the members are Roman Catholics, a religious service once a week during six months is provided for for the soul of the deceased.

Every year on the 29th June a religious service is held, at which all the members must be present; otherwise they are fined 38½ cents for being absent.

SHIP-CARPENTERS' UNION.

A union among the ship-carpenters in this city has been in existence about four years, but it has not operated with any advantage, either to the workmen or their employers. There has never been any harmony between the employés and the masters, and indeed at times the breach has been so wide that much work has been driven away from Antwerp, because masters, having no reliance upon their workmen, could not contract either for the time or expense of a job.

I have not been able to get a copy of the rules and regulations governing this society, but they are of no value, as I understand the members themselves pay but little attention to them and break them at will.

This is not a benevolent society, and it does not provide for its members when out of work. Its principal object is to secure to its members a monopoly of the work; to prevent the employment of strangers, or any one not connected with the union, and generally to dictate its own terms to the master carpenters.

Some firms have submitted to the union and employed its members entirely; whereas others have opposed it from the beginning, and have sought their workmen outside.

An attempt was made by its members at one time to prevent, by force, these outsiders from working; but that was soon quieted, and the difficulty now exists more in the securing of workmen not connected with the organization, when work is plentiful, than from any interference from that quarter. And it sometimes happens that the firms opposing

the union, having work, and no workmen, are obliged to apply to the union for assistance; this can always be obtained upon stipulated terms, such as, that no person is to be employed except union members and no foreman but one of their own choice.

These employés, having their employers at their mercy, are extremely arbitrary and unreasonable; not so much in regard to demands for increase of wages, but by the vexatious and injurious delays they create by working in such an idle and irregular manner that several days are consumed in doing one day's work. Thus, if a ship is placed in dry-dock for repairs and three or four days would be ample time to complete them, the workmen will decide, among themselves that the ship shall not be finished before six or seven days; thereby securing for themselves pay for twice the number of days that the execution of the work should require.

Employers may plead and captains may complain, as they have good occasion to do; but unless some extra compensation be offered the workmen will have their own way and take their own time.

This system is very annoying, and I have heard American captains, who have had work done here, complain most bitterly, not only of the expense, but of the delay, which is often more important. On this account ships are frequently sent to other ports for repairs, when it would have been more convenient to have had them done at Antwerp.

I understand that latterly some of the members of this union having become dissatisfied have left it, and are trying by law to recover their contributions on the ground that they were illegally collected and misused.

These men are assisted by the master carpenters, who are opposed to the union, and I am inclined to think that ere long it will be entirely broken up, or else reorganized on a better more open and just basis.

JOHN H. STEUART,

Consul.

UNITED STATES CONSULATE,
Antwerp, July 28, 1884.

DENMARK.

TRADE GUILDS IN DENMARK.

REPORT BY CONSUL RYDER, OF COPENHAGEN.

TECHNICAL SCHOOLS IN DENMARK.

I have herewith the honor to acknowledge receipt from the Department of the trade-guilds circular (as sequel to the labor circular) under date of 18th May last past; and in connection therewith have now the honor to report that in Denmark there are at present not less than seventy-two technical schools for the instruction and advancement of the working classes. Of these schools, four are to be found in this capital, viz, the technical society schools, the cabinet-makers' drawing school, the drawing school for females, and the Massan's and Ryerson's drawing schools; whilst the remaining sixty-eight are spread over other parts of the Kingdom.

These schools, with some very rare exceptions, are to be placed under the denomination of evening class schools; and the attendance at these

institutes, according to the statistical returns of 1881, may be stated as follows: The Copenhagen technical society's schools with 1,432 pupils; the Massan's school with 412; the Aalborg technical school with 486; Odense technical school with 409; Aarhus technical school with 298; the Rander's technical school with 283; and the Horsens technical school with 247. Seven of the remaining schools are each attended by between one hundred and two hundred pupils, whilst the preponderating list of the remainder are attended by less than one hundred pupils to each school.

In the Copenhagen technical society's schools the different subjects of instruction are: Danish ciphering, writing, book-keeping, mathematics, physics, freehand and geometrical drawing, architecture, mechanics, painting, printing, turning, engraving, modeling, land surveying, leveling, &c. In the other schools the ordinary branches are Danish ciphering, writing, the different kinds of drawing, book-keeping, German, geography, history, physics, singing, &c.

In the finance budget of 1880-'81 the sum of 100,000 kroners (\$26,800) was granted in aid of the erection of new school buildings for the Copenhagen technical society's school, and for which buildings the Copenhagen municipality likewise contributed the sum of 94,000 kroners (\$25,192).

In addition to these amounts annual grants are made by the state towards the support of these schools; for the greater part, however, only to the extent of some few hundred kroners annually, whilst to a small number of them a yearly grant of some few thousand kroners is made, and to the Copenhagen technical society an annual grant of 20,000 kroners (\$5,360), this latter being viewed in the light of head center of technical instruction for the Kingdom at large.

LAWS GOVERNING TRADE GUILDS IN DENMARK.

By an act of the legislature, passed in 1857, all the then existing compulsory trades guilds were abolished, with the proviso, however, that the act should only come into operation on the 1st day of January, 1862. Under the old guilds administration there existed a close connection between the journeymen's clubs and the masters' associations, the guild as a general rule constituting a union of both classes, and the president of which or head master, who was chosen from the body of the masters, had the supervision of all the affairs of the guild, even to the journeymen's funds, which were subordinated to these. His co-associates on the board were also masters.

Those amongst the journeymen who were elected as journeymen representatives had certainly the duties of watching over the interests of the journeymen, and could hold general meetings of the members of their own body, nevertheless everything was, in point of fact, regulated and administered by the guild and its head masters.

The guild was, however, at the same time placed under absolute subordinate relations to the magisterial authorities, and this was equally applicable to the masters' as well as to the journeymen's positions in the guild.

The object of the journeymen's funds was almost exclusively devoted to the maintenance of the lodge and to sick relief and burial expenses while any savings that remained were laid by as funds for the support of aged journeymen or to the establishing of asylums, which latter object received at the same time assistance only of the masters' subscriptions to the guild funds. It was obligatory on the journeyman to con-

tribute to the sick relief and poor funds, and the amount of his subscription was retained by the master from his earned wages. An account over all the receipts and expenditures of the guilds had to be duly rendered to the magistracy.

At the date when the trade law of 1857 came into operation the trade guilds in Copenhagen, together with the appertaining journeymen's clubs, were forty-one in number, with an accumulated capital of about 200,000 kroners (\$53,600), and with an annual income of 115,000 kroners (\$30,820); of which 81,000 kroners (\$21,708) were employed towards sick relief and to the support of the aged and infirm, 24,000 kroners (\$6,432 to other objects, while the remainder was carried over to the capital fund. In the year 1861 a commission was appointed, under the direction of the home secretary, for the purpose of drawing up a set of standing rules and regulations for the administration of sick relief and such like institutions, and by this commission a measure was drawn up which was subsequently adopted in all its most essential points in the reorganizing of the journeymen's clubs.

The great majority were thus remodeled and are now in a condition of independence, free from guild control. Several of these new clubs obtained from the Crown confirmation of their standing rules, which confirmation is, however, only granted for a term of three years at a time. As a general rule they have taken over the funds of the old clubs, for the objects of affording medical and burial assistance as also relief to the aged and infirm.

As, however, these clubs in the course of time seem to have been viewed in a less satisfactory light by the journeymen, this has in the last ten or twelve years again led to the establishment in the capital of a large number of trades-unions, formed with the main objects of attaining, first, higher rates of wages; and second, shorter working hours; mainly to be obtained through organized labor strikes, aided and supported by pecuniary help from these clubs.

Their governing body is ultra democratic. The president, secretary, and treasurer are elected from amongst their own members by a majority of votes, and these associations are entirely independent of the public authorities and employers.

The relations between employer and apprentice are in no way controlled by law or regulation; it is considered simply as a matter of mutual agreement between the two parties. Both, however, on the workman's as also the employer's side there seems to be an anxious desire for a better regulating of these relations from the present laxity in which both parties are equally suffering; but so far no decided steps have been taken to remedy the evils of the present system.

HENRY B. RYDER,

Consul.

UNITED STATES CONSULATE,
Copenhagen, August 14, 1884.

APPENDIX.

CHINA.

TRADE GUILDS IN CHINA.

REPORT BY CONSUL SEYMOUR, OF CANTON.

The "trade-guild circular" issued by the Department of State, under date of May 18, 1884, having had careful attention, I have the honor to report that "trade guilds" are the strongest organizations in China, and in all Chinese communities at home or abroad.

The recent riots in Hong Kong, where the "trade guilds," aroused by what were deemed unjust penalties imposed by a British police magistrate upon Chinese laborers who refused to assist in repairing French war vessels in the dock-yards, would not permit the Chinese coolies to carry a sedan-chair, or pull a jinrickashaw, or row a boat, or assist in conveying cargoes to or from ships, or labor in the dock-yards, or perform any labor for foreigners, demonstrated the relentless severity with which those "guilds" enforce their mandates.

Throughout China "trade guilds" have long been and continue formidable organizations, extending to all branches of industry and commerce.

As to apprentices, at tailor's and other trades they usually serve a term of three years.

No schools exist here to promote a knowledge of any trade.

CHARLES SEYMOUR,
Consul.

UNITED STATES CONSULATE,
Canton, China, October 15, 1884.

INDIA.

TRADE USAGES IN INDIA.

REPORT BY CONSUL FARNHAM, OF BOMBAY.

I have the honor to acknowledge trade guild circular dated May 18, 1884, and my reply to the questions in this circular applies not only to the merchant tailors but to all trades.

1st. There are no schools in this presidency where boys can learn the tailor's or any other trade.

2d. There are no guilds connected with the merchant tailor or any other trade.

3d. There is no such thing as apprenticeship to the merchant tailor

or any other trade, therefore there are no rules connected with apprenticeships.

I may explain that in India the sons follow the trade of their fathers as a rule, and learn the trade their fathers have learned from their fathers before them, and so it goes on from generation to generation, the sons following their fathers' trade.

B. F. FARNHAM,
Consul.

UNITED STATES CONSULATE,
Bombay, July 15, 1884.

TECHNICAL SCHOOLS IN EUROPE.

BEING PART IV—CONCLUSIONS—OF THE SECOND REPORT OF THE ROYAL COMMISSIONERS IN TECHNICAL INSTRUCTIONS, AND REFERRED TO IN THE REPORT OF CONSUL-GENERAL MERRITT, OF LONDON.

It will have been seen from the preceding pages of this report that we have attached considerable relative importance to that portion of our commission which directed us to inquire into the condition of industry in foreign countries; and it is our duty to state that, although the display of continental manufactures at the Paris International Exhibition in 1878 had led us to expect great progress, we were not prepared for so remarkable a development of their natural resources, nor for such perfection in their industrial establishments, as we actually found in France, in Germany, in Belgium, and in Switzerland. Much machinery of all kinds is now produced abroad equal in finish and in efficiency to that of this country, and we found it in numerous instances applied to manufactures with as great skill and intelligence as with us.

In some branches of industry, more especially in those requiring an intimate acquaintance with organic chemistry, as, for instance, in the preparation of artificial colors from coal tar, Germany has unquestionably taken the lead.

The introduction by Solvay, of Brussels, of the ammonia process for the manufacture of soda, and the German application of strontia in sugar refining, constitute new departures in those arts. In the economical production of coke we are now only slowly following in the footsteps of our continental neighbors, whilst the experiments which have been carried on for nearly a quarter of a century in France for recovering the tar and ammonia in this process have only quite recently engaged our attention.

The ventilation of deep mines by means of exhausting fans was brought to perfection in Belgium earlier than with us, and although our methods of sinking shafts served for many years as models for other countries, improvements thereon were made abroad which we are now adopting with advantage.

The abundant water power in Switzerland and in other mountainous districts is utilized for motive purposes by means of turbines, perfect in design and execution.

The construction of the dynamo-machine by Gramme gave the first impulse to the general use of electricity for lighting, and to the various new applications of that force which appear likely to exercise so great an influence upon the industry of the world; and in all these applications at least as much activity is exhibited on the Continent as with us.

In the construction of roofs and bridges, more especially in Germany, accurate mathematical knowledge has been usefully applied to the attainment of the necessary stability with the least consumption of materials.

Certain printed cottons of the highest class, produced at Mulhouse from Parisian designs, are not excelled, and rarely equaled, in this or in any other country, although the distance between our general productions in this department and those of Alsace is no longer so great as it was ten or twenty years ago. The soft all-wool fabrics of Rheims and Roubaix are scarcely equaled as yet on the average by those of Bradford, especially as respects the dyeing.

Silk dyeing and finishing is still as much the specialty of Lyons as is the production of the beautiful silk fabrics on its hand-loom, for which it has so long been pre-eminent.

The export from Verviers to Scotland of woollen yarns, carded and spun by machin-

ery made in England, from South American wool formerly purchased in Liverpool and London, but for which Antwerp is now becoming the chief market, is an instance of an intelligent, careful, and persevering attention to details having established a special trade, which the cheaper labor of the Belgian factories now assists in preserving.

The ribbon trade of Basle, that in velvets and silks of every kind at Crefeld, and in mixed fabrics at Chemnitz, are examples of recently established or transformed industries which have rarely been excelled in boldness of enterprise and in success by anything of the same kind accomplished in our own country. And it may not be improper to mention here that, in whatever degree the technical instruction of our continental rivals may have trained them for competition with ourselves, in their own, in neutral, and to some extent in our home markets, much of their success is due to more painstaking, more pliancy, and greater thrift; and also to the general cultivation, the knowledge of modern languages, and of economic geography usually possessed by continental manufacturers.

But, great as has been the progress of foreign countries, and keen as is their rivalry with us in many important branches, we have no hesitation in stating our conviction, which we believe to be shared by continental manufacturers themselves, that, taking the state of the arts of construction and the staple manufactures as a whole, our people still maintain their position at the head of the industrial world. Not only has nearly every important machine and process employed in manufactures been either invented or perfected in this country in the past, but it is not too much to say that most of the prominent new industrial departures of modern times are due to the inventive power and practical skill of our countrymen. Amongst these are the great invention of Bessemer for the production of steel in enormous quantities, by which alone, or with its modification by Thomas and Gilchrist, enabling the commonest description of iron to be used for the purpose, steel is now obtained at one-tenth of the price of twenty years ago; the Weldon, Hargroaves, and Deacon processes, which have revolutionized the alkali trade; the manufacture of aniline colors by Perkin; the new processes in the production of silk fabrics by Lister; the numerous applications of water pressure to industrial purposes by Armstrong; the Nasmyth steam hammer; the compound steam-engine, as a source of great economy of fuel; and the practical application of electricity to land and submarine telegraphy by Cooke, Wheatstone, Thomson, and others.

Machinery made in this country is more extensively exported than at any former period; the best machines constructed abroad are, in the main, and with the exceptions which we have named, made with slight, if any, modifications after English models. A large proportion of the power looms exhibited and used in the continental weaving schools has been imported from this country. In the manufacture of iron and steel we stand pre-eminent, and we are practically the naval architects of the world. Our technical journals, such as those of the Institutes of Civil and Mechanical Engineers and of the Iron and Steel Institute, are industriously searched and their contents assimilated abroad.

In those textile manufactures in which other nations have hitherto excelled us, as in soft all-wool goods, we are gaining ground. We saw at Bradford merinos manufactured and finished in this country which would bear comparison in texture and in color with the best of those of the French looms and dye-houses, and in the delicate fabrics of Nottingham and Macclesfield (thanks, in great measure, to their local schools of art) we no longer rely on France for designs.

In art manufacture proper, notably in porcelain, earthenware, and glass, as also in decorative furniture, our productions are of conspicuous excellence. It is possible that this may be due in a certain degree to the employment in some branches of skilled workers trained in foreign countries, and we cannot do otherwise than acknowledge the pre-eminence in the main of our French neighbors in design as applied to decorative work, or disregard the efforts which they are making to maintain that pre-eminence, and those made in Belgium and Italy to emulate them.

The beginnings of the modern industrial system are due in the main, as we have indicated, to Great Britain. Before factories founded on the inventions of Watt, of Arkwright, and Crompton had time to take root abroad, and whilst our own commerce and manufactures increased from year to year, the great wars of the early part of this century absorbed the energies and dissipated the capital of continental Europe. For many years after the peace we retained almost exclusive possession of the improved machinery employed in the cotton, woolen, and linen manufactures. By various acts of the last century, which were not repealed till 1825, it was made penal to enlist English artisans for employment abroad; the export of spinning machinery to foreign countries was prohibited until the early years of Your Majesty's reign. Thus when, less than half a century ago, continental countries began to construct railways and to erect modern mills and mechanical workshops they found themselves face to face with a full-grown industrial organization in this country which was almost a sealed book to those who could not obtain access to our factories.

To meet this state of things foreign countries established technical schools, like the *École Centrale* of Paris, and the polytechnic schools of Germany and Switzerland, and sent engineers and men of science to England to prepare themselves for becoming teachers of technology in those schools.

Technical high schools now exist in nearly every continental state, and are the recognized channel for the instruction of those who are intended to become the technical directors of industrial establishments. Many of the technical chemists have, however, been and are being trained in the German universities. Your commissioners believe that the success which has attended the foundation of extensive manufacturing establishments, engineering shops, and other works on the continent could not have been achieved to its full extent in the face of many retarding influences had it not been for the system of high technical instruction in these schools, for the facilities for carrying on original scientific investigation, and for the general appreciation of the value of that instruction, and of original research, which is felt in those countries.

With the exception of the *École Centrale* of Paris all these schools have been created and are maintained almost entirely at the expense of the several states, the fees of the students being so low as to constitute only a very small proportion of the total income. The buildings are palatial, the laboratories and museums are costly and extensive, and the staff of professors, who are well paid according to the continental standard, is so numerous as to admit of the utmost subdivision of the subjects taught. In Germany, as we have stated in a previous part of our report, the attendance at some of the polytechnic schools has lately fallen off, chiefly because the supply of technically trained persons is in excess of the present demand; certainly not because it is held that the training of the school can be dispensed with. The numerous young Germans and Swiss who are glad to find employment in our own manufactories have, almost without exception, been educated in one or other of the continental polytechnic schools.

Your commissioners cannot repeat too often that they have been impressed with the general intelligence and technical knowledge of the masters and managers of industrial establishments on the continent. They have found that these persons, as a rule, possess a sound knowledge of the sciences upon which their industry depends. They are familiar with every new scientific discovery of importance, and appreciate its applicability to their special industry. They adopt not only the inventions and improvements made in their own country, but also those of the world at large, thanks to their knowledge of foreign languages and of the conditions of manufacture prevalent elsewhere.

The creation abroad of technical schools for boys intending to become foremen is of much more recent date than that of the polytechnic schools. To this statement the foundation during the first empire of the three French *Ecoles des Arts et Métiers*, at Châlons, Aix, and Angers, is only an apparent exception, because they simply vegetated until their reorganization within the last twenty-five or thirty years. Mining schools were, however, established in Prussia in the last century, and in France about 1817. Among the examples of schools for foremen are those of Winterthur in Switzerland, Chemnitz in Saxony, and Komotau in the Austrian dominions, principally for engineers, and the *École des Mines* at St. Etienne, the latter more especially for mining and metallurgy. The theoretical instruction in these schools is similar in character, but inferior in degree, to that of the great polytechnic schools. On the other hand, considerable attention is devoted in these schools to practical instruction in laboratories and workshops, which is not the case in the polytechnic schools. In Prussia, as will be seen from the ministerial report found in the appendix, a beginning has been made in the establishment of such secondary technical schools, but, in the words of the report, "its execution will be tedious and costly." In Bavaria the *Industrie Schulen*, which are technical schools of a grade inferior to the polytechnic school, give both theoretical and practical instruction, the latter in some cases highly specialized, in preparation either for direct entrance on an industrial career or for further study in the polytechnic school. In France technical schools of a somewhat lower type are being established all over the country. The one at Rheims, described at page 75, is an excellent example of these schools. The boys from the Rheims school either enter the *École des Arts et Métiers* at Châlons, or go into manufactories or into business; in each case with a fair knowledge of theory and manipulation as mechanics or as chemists.

It is important to bear in mind that the French schools of the type of that at Rheims, though virtually advanced schools, now rank as superior elementary schools, to which the pupils are consequently entitled to claim admission without the payment of any fees.

Up to the present time, however, although a few foremen have received some theoretical instruction in schools of this kind, foreign foremen have not generally been technically instructed, but, as in England, are men who, by dint of steadiness, intelligence, and aptitude for command and organization, have raised themselves from the position of ordinary workmen.

The continental weaving schools may on the whole, so far as their influence on trade is concerned, be ranked in the first and second categories, that is to say, they are attended by those who propose to become merchants, manufacturers, managers, or foremen. They are held in the highest estimation by some of the most intelligent and successful continental manufacturers; of this there can be no better proof than the erection, in substitution for the one already existing, of the splendid new weaving schools at Crefeld, probably the most flourishing center of the general silk trade, at the joint expense of the state, the locality, and the commercial body. Weaving schools for workmen, like the evening and Sunday school of Chemnitz, which must not be confounded with the superior weaving school of that town, are poorly attended, and can have had no sensible influence on the progress of textile manufactures. But there are in many places lectures on weaving and pattern designing largely attended by workmen.

The French and German schools for miners, and the one which has been quite recently founded in Westphalia for workers in iron and steel, differ from the preceding schools for foremen, inasmuch as they are reserved for the theoretical instruction of men who, having already worked practically at their trades, have distinguished themselves by superior intelligence and good conduct. Most of the German schools of this kind are founded or maintained by the manufacturers, and will, we feel confident, repay the trades which have had the foresight and public spirit to create them, by training young men to become foremen and leading hands, willing and able to carry out with intelligence the instructions of their superior officers.

For the technical education of workmen, outside of the workshop, the resources of continental countries have hitherto been, and are still, very much more limited than has been supposed in this country to be the case. In several of the more important industrial centers of the continent there exist societies, such as the *Sociétés industrielles* of Mulhouse, Rheims, Amiens, &c., the *Société d'enseignement professionnel* du Rhone, which has its headquarters at Lyons, and the *Niederösterreichischer Gewerbeverein* of Austria, one of the chief objects of which is the development of technical education among workmen and other persons engaged in industry by means of lectures and by the establishment of schools and museums of technology. These associations are supported mainly by the merchants and manufacturers of the district to which their operations are restricted. In many cases they are founded and supported, or are greatly assisted, by chambers of commerce; these bodies abroad being incorporated and having in France considerable taxing powers over their members, are generally wealthier and more influential than those in our own country. In addition to these sources of income, the associations receive help from the municipality, and sometimes from the State. In Mulhouse, besides promoting education, the society sees to the material well-being of the workmen by erecting, on a large scale, laborers' dwellings (*la cité ouvrière*) and by organizing savings banks and other economic arrangements; undertaking in this respect, on a smaller scale, what is done in this country by self-sustaining associations like building and co-operative societies of the work-people themselves. The society in Lyons has established numerous evening classes for elementary and technical instruction, which are attended chiefly by work-people; and the South Austrian Trade Society, which has its central office in Vienna, has organized several technical day and evening schools for operatives of every grade, which are now under state control, and receive subventions from the Government. But although these societies, under different names and with varied objects, are very numerous, their sphere of action is limited, and the facilities they offer for evening instruction in science and technology are inferior to those which are at the disposal of our own workmen. No organization like that of the Science and Art Department or of the City and Guilds Institute exists in any continental country, and the absence of such organization has been lamented by many competent persons with whom we came in contact abroad.

In two very important respects, however, the education of a certain proportion of persons employed in industry abroad is superior to that of English workmen; first, as regards the systematic instruction in drawing given to adult artisans, more especially in France, Belgium, and Italy; and secondly, as to the general diffusion of elementary education in Switzerland and Germany. In some parts of these latter countries great attention is paid to drawing in the elementary schools. In France, too (where elementary education has hitherto by no means been so general as in the two former countries), in the case of those workmen who have had the benefit of regular elementary school training, more attention has been paid to elementary drawing than is the case in this country. There are also in all large towns in France, and to a more limited extent in other countries, numerous evening "conferences" and "cours" on almost every subject of interest in art, science, and literature, which workmen have the opportunity of attending, as they are entirely gratuitous. Amongst these the most remarkable are the lectures given by eminent men at the *Conservatoire des Arts et Métiers* of Paris. Most of these are of the nature of lectures rather than of practical instruction. There are, however, in many places excellent and numerous at-

tended evening and Sunday technical classes, more especially in Belgium and Austria, and there can be no doubt that the instruction thus given is already exerting a considerable influence on the capacity and intelligence of the workmen, and that this influence will be increasingly felt in the future.

In the evening schools of North Germany (Fortbildungs-schulen) the studies of the ordinary elementary school are continued, the further instruction being confined mainly to book-keeping and rudimentary mathematics, with some notions of natural philosophy. In the evening schools of the same class in South Germany the instruction given is of a more technical character than in the north.

For instruction in drawing, as applied mainly to decorative work in France, and to both constructive and decorative work in Belgium, the opportunities are excellent. The crowded schools of drawing, modeling, carving, and painting, maintained at the expense of the municipalities of Paris, Lyons, Brussels, and other cities—absolutely gratuitous, and open to all comers, well lighted, furnished with the best models, and under the care of teachers full of enthusiasm—stimulate those manufactures and crafts in which the fine arts play a prominent part to a degree which is without parallel in this country. Instruction in art applied to industry and decoration is now pursued with energy in South Germany and in several of the northern Italian towns, and the influence of this instruction on the employment of the people is becoming very conspicuous in those countries. The Government schools of applied art in France, under the decree of 1881, of which the Limoges Decorative Arts School is the earliest example, and which, like the above-mentioned schools, are gratuitous, should be mentioned in this connection.

The technical lectures and classes to which we have referred are in nearly all continental states held not only in the evening, but also, and in some branches, as in weaving, principally, on Sundays; and all the great museums and collections are open on Sundays. No one who has seen the crowds of orderly artisans with their families visit the splendid collections of the Louvre and the Conservatoire des Arts et Métiers on a Sunday can have failed to reflect on the powerful educational influence thus brought to bear on that important class of the population.

Home and village industries have been in some cases initiated, in others improved and extended, in districts where, from the poverty of the population and the scarcity of capital, special aids were essential, notably in Baden, Bavaria, and the Tyrol. In the schools established and maintained for this purpose, wood carving, and inlaying, clock-making, flagee work, basket-making, and other simple trades, for which there were local materials and aptitude, have been taught with considerable success. In some cases these industries have been so firmly and permanently established as to render unnecessary the further maintenance of the special schools. In the primary schools of the Black Forest straw-plaiting is taught to girls. Discriminating regard is paid to the capabilities of each sex. In "women's work" schools on the Reutlingen model, and in the professional schools for girls which have been established in France and the Netherlands, instruction is successfully given, qualifying girls for many useful occupations, though these are scarcely of the kind usually understood under the term of manufactures.

The report of Mr. William Mather to your commissioners, on his six months' tour throughout the United States of America and Canada, for the purpose of studying the schools and factories of that continent, deserves the most careful perusal. It will be seen that Mr. Mather assigns greater influence on American manufactures to the general education of the American people derived from their common schools than to their technical schools, the importance of which latter, however, in the training of civil engineers has been experienced for some years, though it has only more recently become recognized by those who are engaged in mechanical engineering and in metallurgical and manufacturing establishments of various kinds. This recognition is, however, now becoming universal. A decided preference is being given in the United States for the positions of managers and heads of departments to persons who have received a scientific training in a technical school, and the plan is followed in these schools of combining instruction in "application" with instruction in pure science. Although the conditions of American industry differ in many respects from our own, there can be no doubt that we may derive great advantage from a careful study of what is being done in the way of technical instruction in the United States, as, together with the elementary education of Canada, it is so graphically described by Mr. Mather. We may add that the accuracy of his statements and conclusion is generally confirmed by the accounts of technical instruction in America which we have received from other competent judges.

Not many years have passed since the time when it would still have been a matter for argument whether, in order to maintain the high position which this country has attained in the industrial arts, it is incumbent upon us to take care that our managers our foremen, and our workmen, should, in the degree compatible with their circumstances, combine theoretical instruction with their acknowledged practical skill. No argument of this kind is needed at the present day. In nearly all the great in-

dustrial centers—in the metropolis, in Glasgow, in Manchester, Liverpool, Oldham, Leeds, Bradford, Huddersfield, Keighley, Sheffield, Nottingham, Birmingham, the potteries, and elsewhere, more or less flourishing schools of science and art of various grades, together with numerous art and science classes, exist, and their influence may be traced in the productions of the localities in which they are placed. The schools established by Sir W. Armstrong at Elswick; by the London and Northwestern Railway Company at Crewe; and those of Messrs. Mather and Platt of Salford, in connection with their engineering works, testify to the importance attached by employers to the theoretical training of young mechanics. The efforts of Messrs. Denny, the eminent shipbuilders of Dumbarton, for encouraging the instruction of their apprentices and for rewarding their workmen for meritorious improvements in details applicable to their work, are proofs of this appreciation. The evidence of Mr. Richardson, of Oldham, and of Mr. Mather, of Salford, is emphatic as to their experience of its economical value.

Without more particularly referring to the valuable work in the past, accomplished by the numerous mechanics' institutes spread over the country, many of them of long standing, we may point out that they are now largely remodeling their constitutions in order to bring up their teaching to the level of modern requirements as regards technical instruction. The example of the Manchester Mechanics' Institute may be studied in this connection.

Moreover, as evidencing the desire of the artisans themselves to obtain facilities for instruction both in science and art, we must not omit to mention the classes established and maintained by some of the leading co-operative societies. The Equitable Pioneers' Society of Rochdale has led the way in this, as in so many other social movements. It is much to be wished that the various trades' unions would also consider whether it is not incumbent on them to promote the technical education of their members.

The manufacturers of Nottingham speak with no uncertain voice of the important influence of the local school of art on the lace manufacture of that town. Without the Lambeth school the art production of Messrs. Doulton could scarcely have come into existence. The linen manufacturers of Belfast are becoming alive to the necessity of technical instruction if competition on equal terms with foreign nations in the more artistic productions is to be rendered possible. The new generation of engineers and manufacturers of Glasgow has been trained in the technical schools of that city. The city and guilds of London Institute owes its existence to the conviction of the livemen that technical instruction is a necessary condition of the welfare of our great industries.

Natural science is finding its way surely, though slowly, into the curriculum of our older English universities and of our secondary schools. It is becoming a prominent feature in the upper divisions of the elementary board schools in our large towns. There are scarcely any important metallurgical works in the Kingdom without a chemical laboratory in which the raw materials and product are daily subjected to a careful analysis by trained chemists. The attainments of the young men who have been trained in the Royal Naval College, at Greenwich recommend them for remunerative employment by our great ship-building firms.

In our relations with public bodies and individuals in this country during the progress of our inquiry, the greatest anxiety has been manifested to obtain our advice as to the modes in which technical instruction can be best advanced, and we have to acknowledge the readiness of the education and science and art departments to receive and act upon suggestions in matters of detail from individual members of the commission, which it would have been pedantic to delay until the completion of our task. Amongst the suggestions which have thus been made was that of an exhibition of the school-work of all nations, which his royal highness the Prince of Wales has consented to add to the health exhibition of 1884. This exhibition will be an appropriate illustration of the account of foreign schools contained in the previous parts of this report. Your commissioners during their continental visits received from the authorities of technical schools numerous assurances of their cordial support and co-operation in such a display.

Thus there is no necessity to "preach to the converted," and we may confine ourselves to such considerations as bear upon the improvement and more general diffusion of technical education at home, in accordance with the conditions and needs of our industrial population.

In dealing with the question of technical instruction in this country we would at the outset state our opinion that it is not desirable that we should introduce the practice of foreign countries into England without considerable modification. As to the higher education, namely, that for those intended to become proprietors or managers of industrial works, we should not wish that every one of them should continue his theoretical studies till the age of 22 or 23 years in a polytechnic school, and so lose the advantage of practical instruction in our workshops (which are really the best technical schools in the world), during the years from 18 to 19 or 21 or 22, when he is best able to profit by it.

We have, also, in the science classes under the science and art department, to the intelligent and able administration of which it is our duty to bear testimony, a system of instruction for the great body of our foremen and workmen, susceptible certainly of improvement, but which in its main outlines it is not desirable to disturb.

Moreover, in considering by whom the cost of the further development of technical instruction should be borne, we must not forget that, if it be true that in foreign countries almost the entire cost of the highest general and technical instruction is borne by the state, on the other hand the higher elementary and secondary instruction in science falls on the localities to a much greater extent than with us, whilst as to the ordinary elementary schools the cost in Germany and Switzerland is almost exclusively borne by the localities; and this was also the case in France and Belgium until the people of those countries became impatient of the lamentable absence of primary instruction on the part of vast numbers of the rural and in some instances of the town population, an evil which large state subventions alone could cure within any reasonable period of time. With the exception of France there is no European country of the first rank that has an imperial budget for education comparable in amount with our own. In the United Kingdom at least one-half of the cost of elementary education is defrayed out of imperial funds, and the instruction of artisans in science and art is almost entirely borne by the state. Hence, it will be necessary to look in the main to local resources for any large addition to the funds required for the further development of technical instruction in this country.

In determining what is the best preparation for the industrial career of those who may expect to occupy the highest positions, it is necessary to differentiate between capitalists who will take the general, as distinguished from the technical, direction of large establishments, and those at the head of small undertakings, or the persons more especially charged with the technical details of either. For the education of the former ample time is available, and they have the choice between several of our modernized grammar schools, to be followed by attendance at the various colleges in which science teaching is made an essential feature, or the great public schools and universities, provided that in these latter science and modern languages should take a more prominent place. Either of these methods may furnish an appropriate education for those persons to whom such general cultivation as will prepare them to deal with questions of administration is of greater value than an intimate acquaintance with technical details. It is different in regard to the smaller manufacturers and to the practical managers of works. In their case sound knowledge of scientific principles has to be combined with the practical training of the factory, and, therefore, the time which can be appropriated to the former—that is, to theoretical instruction—will generally be more limited.

How this combination is to be carried out will vary with the trade and with the circumstances of the individual. In those cases in which theoretical knowledge and scientific training are of pre-eminent importance, as in the case of the manufacturer of fine chemicals, or in that of the metallurgical chemist or the electrical engineer, the higher technical education may with advantage be extended to the age of twenty-one or twenty-two. In the cases, however, of those who are to be, for example, managers of chemical works in which complex machinery is used, or managers of rolling mills or mechanical engineers, where early and prolonged workshop experience is all important, the theoretical training should be completed at not later than nineteen years of age, when the works must be entered and the scientific education carried further by private study or by such other means as do not interfere with the practical work of their callings. Many colleges of the class to which we have referred have already arranged their courses to meet these requirements, and some of them, as will appear from our reports of visits, have workshops for the purpose of familiarizing the students with the use of machine and hand tools.

It is to be regretted that nearly all of these very useful institutions suffer more or less from the want of adequate funds to enable them to provide for such a staff of professors as is necessary for the proper subdivision of the various subjects taught, and for the equipment of museums, apparatus, and laboratories of the various kinds essential to the practical instruction of the student. In this respect the provision in this country compares most unfavorably with that in the universities and polytechnic schools of the continent, even in spite of recent munificent benefactions like those of the late Mr. Charles Beyer, of Manchester; the late Sir Josiah Mason, of Birmingham; of the Baxter family, at Dundee; the late Mr. Harris, of Preston; the liberal gifts of Mr. Crawford to the Queen's College at Cork, and others. In speaking of benefactions we do not overlook the noble endowment of Sir Joseph Whitworth for the encouragement of engineering by affording to able and promising young men, especially of the class of artisans, the means of obtaining theoretical combined with practical training—the former in institutions of the kind we have referred to.

The best preparation for technical study is a good modern secondary school of the types of the Manchester Grammar School, the Bedford Modern School, and the Allan Glen's Institution, at Glasgow. Unfortunately our middle classes are at a great dis-

advantage compared with those of the continent for want of a sufficient number of such schools. The transfer of the functions of the endowed schools commissioners to the charity commissioners has not had the effect of increasing the rate of progress in the reorganization of our secondary schools. We consider it to be essential that steps should be taken to insure that this work shall be carried on with greater vigor in the future than it has been hitherto. We learn that there are still endowments available for education, amounting to upwards of £200,000 per annum, which have not been dealt with by the commissioners. In the schemes for the new schools the subjects of science and modern languages should form a very prominent part, and it would be desirable in some of these schools, especially in large towns (where classical schools are not wanting) in order to provide for the fuller teaching of these subjects, more particularly of mathematics, that the classical languages should be altogether excluded from the schemes of instruction. But the existing endowments are very unevenly distributed over the country; in many of the large manufacturing centers no resources of the kind exist. Private enterprise is clearly inadequate to do all that is required in establishing such schools, and we must look to some public measure to supply this, the greatest defect of our educational system. It is to be desired that in the proposed reorganization of local government power should be given to important local bodies like the proposed county boards and the municipal corporations to originate and support secondary and technical schools in conformity with the public opinion, for the time being, of their constituents.

Intelligent youths of the artisan classes should have easy access to secondary and technical schools by numerous scholarships, and the more promising students of them again to the higher technical colleges.

For the great mass of our working population, who must necessarily begin to earn their livelihood at an early age, and from whom our foremen will be mostly selected, it is essential that instruction in the rudiments of the sciences bearing upon industry should form a part of the curriculum of the elementary schools, and that instruction in drawing, and more especially in drawing with rule and compass, of a character likely to be useful to them in their future occupations as workmen and artisans, should receive far greater attention than it does at present. The importance of the first of these subjects has so far been acknowledged by the education department that in all infant schools simple lessons on objects and the more commonly occurring phenomena of nature have been made obligatory. This system of instruction, if properly illustrated by the exhibition of the object itself, or of diagrams or models of the same, or by the simplest kinds of experiments, is an excellent foundation for the subsequent teaching of elementary science.

When, however, the child enters the elementary school the teaching of science practically ceases until it reaches the upper division, inasmuch as the arrangement of the class subjects in the lower division is found in practice to exclude science from that division; only two subjects being allowed, of which "English" must be one and "geography" may be another; this latter being generally preferred to the alternative subject of "elementary science." It appears to us that geography, if properly taught, is a branch of elementary science which need not be separated from science generally, and can well be taught along with the other branches of science, by means of the object lessons, which are described in the code. Thus there would be only two class subjects instead of three, and in this way the connecting link which is now wanting between science as taught in the infant school and in the higher division of the elementary school would be supplied.

We could hardly overstate our appreciation of the value of the plan of giving instruction in natural science by special teachers as carried out in the board schools of Liverpool and Birmingham, where the employment of a well-qualified science demonstrator insures the sound character of the instruction, whilst the repetition of the lesson by the schoolmaster enables him to improve himself in the methods of science teaching. This should, however, be supplemented by the establishment of higher elementary schools like those of Sheffield and Manchester, into which the more advanced pupils of the primary schools may be drafted, especially if the parents of those children should be able to keep them at school up to the age of fourteen or fifteen unassisted, or, if they are unable to do so, assisted by scholarships taking the place of the wages which they would otherwise earn. In these latter schools it is possible to provide efficient laboratories in which practical work is performed by the pupils, whilst this cannot adequately be done for the ordinary primary schools. Youths having the advantage of such instruction will be well prepared to avail themselves at a later period of the classes of the science and art department and of the technical classes under the auspices of the city and Guilds institute, which are now so numerous, and many of which are under excellent teachers.

The evidence given before us leaves no doubt that the directors of both these institutions use every effort in their power to secure sound and practical teaching in these classes, so far as that can be effected by assistance in training the teachers, and by careful testing in their examinations of the results of the instruction given. In regard

to the first, much is to be hoped for from the increasing number of teachers who are now able to take advantage of the high scientific instruction given in the Normal School of Science at South Kensington, as well as from the pecuniary assistance offered by the science and art department to science teachers desirous of attending the courses and laboratories of various provincial colleges; whilst for teachers of technology a great step in advance will be made when the central institution of the city guilds is in operation. As to the latter, that is to say, the thoroughness of the instruction given in the classes, more close and frequent inspection than at present is much to be desired; a higher payment for the more advanced grades of several subjects should be made than is now the case; and practical laboratory work in the higher grades in science should be more generally demanded.

An important point, to which the attention of the inspectors should be more particularly directed, is to ascertain that proper apparatus and appliances are provided for practical work in these classes.

With reference to the subject of drawing we cannot too often call attention to the extraordinary efforts which are being made abroad for instruction in art, more especially as applied to industrial and decorative purposes, and to the important influence of this instruction in furnishing employment for artisans on the continent. Without depreciating what has been done in this direction by the schools and classes under the auspices of the science and art department in this country, and whilst fully alive to the importance of the organization which tends to the diffusion of art instruction over a wide area, your commissioners cannot conceal from themselves the fact that their influence on industrial art in this country is far from being so great as that of similar schools abroad. This is due, no doubt, to some extent to the want of proper and sufficient preparation on the part of the students, owing to the inadequate instruction they have received in drawing in the elementary schools.

Your commissioners are aware that the number of children who are supposed to learn drawing in elementary schools is considerable, but it is small compared with the total number in attendance, and it is, we have reason to believe, diminishing. We have ascertained by inspection that the instruction is in far too many cases of little value. Instead of a mass of inferior drawings being sent up once a year to South Kensington for examination there, it is necessary that the instruction in drawing in elementary schools should be as carefully supervised on the spot by the Whitehall inspectors as is that in other branches of primary education. In nearly all the places abroad which your commissioners have visited they have found that drawing is an obligatory subject of instruction in the primary school, and that it is regarded as of equal importance with writing. The number of hours which the children devote to lessons in drawing abroad is frequently as many as three per week, whereas in England the subject is not only not obligatory, but in about three-fourths of our elementary schools no instruction whatever is given in this subject, and in those schools in which drawing is taught the time devoted to it rarely exceeds one hour per week, and even that not always regularly. This want of attention, together with the absence of competent teachers, proper models and methods, and adequate inspection, fully accounts for the inferiority to which we have referred. The training of teachers for the Irish national schools includes special instruction in drawing, and a grant for drawing is made to primary schools in Ireland by the commissioners of national education. The drawing in some of the schools of the Christian Brothers, and in some of those under the board of intermediate education, is good.

Your commissioners are of opinion that sound instruction in the rudiments of drawing should be incorporated with writing, in all primary schools, both for girls and boys, by which, also, according to the experience of competent authorities, the writing would be much improved. Something in this direction has already been done in many good infant schools, where children of the age of six draw triangles, squares, oblongs, &c., on their slates. This exercise is repeated on the day of inspection and is taken into account in estimating the value attached to "appropriate occupations."

We have observed with satisfaction the recent circular (Art Form, No. 1194) of August, 1883, prescribing the new exercise of drawing to scale. We believe the principle therein laid down to be excellent, and we trust that the school managers and teachers will avail themselves of the advantages offered to them in this alteration in the first grade work. The permission recently accorded to teachers to give instruction in drawing and modeling to the children of the elementary schools, out of the ordinary school hours, is also likely to prove very advantageous.

We are of opinion that more attention than has hitherto been devoted to it should be directed to the subject of modeling in the elementary school. We notice that by a recent addition to the art directory small classes in modeling may now claim a local examination; we believe this to be a most salutary regulation. Modeling is an exercise of great importance to the future workman, and its rudiments can well be taken up, as in continental schools, at the earliest age.

Assuming such preparation in the infant and elementary school as we have here

suggested, the progress of subsequent instruction in art classes would be immeasurably more rapid. Whether the attendance in any given locality will ever be so great in this country, where the instruction has to be paid for, as in France, Belgium, and elsewhere, where it is gratuitous, is a matter of grave doubt. However this may be, there are two points in connection with the instruction in art schools and classes as bearing on industrial pursuits which require careful attention. The first is one which we are glad to perceive is now fully appreciated by the science and art department, viz, the advantage of substituting practice in rapid but correct execution, in place of the method of stippling, which was formerly not sufficiently discouraged in art schools and classes; greater attention also than hitherto should be given to modeling. The second point relates to industrial designing. This, for a variety of reasons, the chief of which are the want of sufficient knowledge of manufactures on the part of the art teachers, and the absence of sympathy evinced by the proprietors of industrial works, has, with some notable exceptions, not received sufficient attention in our art schools and classes. In fact, there has been a great departure in this respect from the intention with which the "schools of design" were originally founded, viz, "the practical application of (a knowledge of) ornamental art to the improvement of manufactures." Large grants of public money for teaching art to artisans in such classes can scarcely be justified on any other ground than its industrial utility.

On the subject of the teaching of industrial design, we are of opinion that the science and art department may with advantage depart from their principle, as at first laid down, of granting encouragement to design only, so far as to award grants for specimens of applied art-workmanship in the materials themselves, as a test of the applicability of the design and as a reward for success in overcoming the technical difficulties of the manufacture. It seems scarcely fair that well executed art-work by a student, say a richly chased piece of silver plate, should obtain only the same recompense as the design for the same object on paper. We are aware that special vigilance would in this case be required in order to prevent the use of such rewards for trade or for other than educational purposes.

It appears from the evidence, with which we include a remarkable letter from M. Willms, the eminent designer of Birmingham, that it would be well if persons practically acquainted with the application of design to industrial manufactures were more extensively consulted in the award of prizes for industrial design. We are aware that this is now done in some measure, but, however eminent may be the gentlemen whom the department has been in the habit of consulting, it is unlikely that the small number of these should be sufficiently familiar with the vast varieties of "applications" to have the special knowledge requisite for judges in the large number of trades in which design forms an important element.

Amongst the most important means of stimulating industrial art education and of spreading a knowledge and appreciation of art throughout the country, is the foundation of local museums of applied art of such a character as is best adapted to advance the industries of the districts in which they are situated.

Stimulated by the advice and influence of the director of the South Kensington Museum, and with the liberal aid of private benefactors, such collections have been provided in the local art museum at Sheffield, Derby, York, and elsewhere. In Manchester, also, steps have been taken to found an industrial museum, and the corporation has acquired the famous Bock collection of textile fabrics for this purpose. The Manchester, Birmingham, Stoke, and other galleries are open on Sundays, and are visited by increasing numbers of orderly working people. It is very desirable that similar facilities should be provided for the inspection of our metropolitan museums and collections. We are of opinion that the connection between these museums and the local schools of art should be of an intimate character. Indeed, in this respect much may be learned from foreign countries where many such museum exist and exert great influence on manufactures. Further we must express strong approval, in which we merely repeat the opinions offered by competent witnesses, both at home and abroad, of the system of circulating among the local museums collection of works of art from the national collection at South Kensington. The value and utility of these collections are greatly enhanced by suitable manuals and guide-books, well illustrated and sold at a cheap rate. These serve to explain to visitors of the artisan classes the features most worthy of notice.

Whilst we fully admit the force of the contention that the contributions of the state to the foundation and maintenance of museums will be of the greatest service to the country at large, if applied mainly to central institutions, like those of the metropolis, of Edinburgh, and of Dublin, we highly approve of the grants to provincial museums of reproductions, either gratuitously or at a very low price. Those grants may even, in the case of typical museums situated in some of the chief industrial centers, be extended with advantage to original examples of art, and of manufactures, calculated to increase the knowledge and improve the taste of those (more especially of the artisans) engaged therein.

Your commissioners believe that the grants now made in aid of the buildings for

local schools of science and art and for industrial museums in connection with them, limited as the are to a maximum of £500 for art schools and the same sum for science schools, coupled also with the requirements that they shall be given only for buildings under the free libraries act, or in connection with schools of art, require revision, and tend rather to discourage local effort than otherwise; inasmuch as they give an erroneous impression of what is really required in order that suitable buildings may be provided.

Your commissioners highly approve of the recent foundation of scholarships to promising students in the science classes of the science and art department, enabling them to continue their education at various higher schools. The limitation of the available funds appears to have rendered necessary, in consequence of this step, the abolition of the Queen's prizes, given for success in the elementary stages, and the substitution of honorary certificates in place of them. We find there is an opinion prevalent that these certificates will not afford sufficient stimulus to certain students. It is to be hoped, however, that a small addition to the customary local prize funds will be readily subscribed to supply this deficiency.

But all these institutions and measures will not alone accomplish the object aimed at. For this the localities must rely far more than has been the case hitherto on their own exertions. Teachers should know that they labor under the eye of those who are interested in the work being thoroughly and conscientiously done. The organization and efficiency of the science schools at Oldham and Keighley are conspicuous examples of what may be done in regard to scientific and technical instruction of artisans where local employers take an active and intelligent interest in the work. The Oldham School of Science and Art may, so far as science teaching is concerned, be regarded as the type and example of what evening schools should be; and the existence of similar efficient and flourishing schools in all our industrial towns would greatly contribute to confirm our industrial position. The remuneration of teachers should not depend to so great an extent as at present on the grants from headquarters. School boards should be authorized to establish and conduct science and art classes for artisans, and, where no school boards exist, power should be given to the local governing bodies to establish or support such schools. If the teaching is not entirely gratuitous (and the regularity of attendance in the art classes in the French and Belgian cities, and in the science classes in Liège, Seraing, and elsewhere shows that it is a prejudice to suppose that people only appreciate what they pay for), the fees ought to be on the lowest possible scale.

Your commissioners have had before them deputations of representative workmen who have expressed their views on the wants of the working classes with respect to the teaching of science and art, and who have stated that the assistance afforded by the department is not sufficiently directed towards the requirements of their several trades. We believe that many workmen are disposed to attach too little value to the importance of acquiring a knowledge of the principles of science, because they do not see their application; we are of opinion that whenever it is possible, persons engaged in the trade taught and having scientific knowledge should give instruction to workmen, and we have ascertained that a large number of such teachers are registered under the examination scheme of the City and Guilds, of London Institute. We visited classes of this character at the Polytechnic Institution, in Regent street, at the Manchester Technical School, the Lyceum at Oldham, and at other places, some of which were excellent.

The city guilds are trying a most important experiment in their practical classes. If empiricism be avoided, a great point will be gained by the attraction to working men and women of a mode of instruction in which the direct application of scientific principles is the means by which a knowledge of those principles is conveyed to their minds. As to this point, we refer to the almost unanimous expression of opinion contained in the letters of eminent manufacturers in reply to our circular asking their advice as to the best means of promoting technical instruction (see appendix, Vol. II).

We cannot dismiss this branch of the subject without calling attention to the educational value of the museums of natural objects now found in many of the modern elementary schools of the Continent. Probably the best examples of such collections are those of the Normal School of Brussels and of the elementary schools of Zurich. Collections of natural objects, pictures, and diagrams, are of the greatest assistance for illustrating object lessons in rudimentary science to children of the earliest years.*

Many persons who have paid attention to the working of free libraries in our large towns are of opinion that the benefit of these might be extended to elementary schools, by placing at the disposal of such schools, books of a character calculated to interest children of school age. Amongst these books some suitable technical works,

* A report to the minister of public instruction, just received, proposing the establishment of art museums in all the public schools of France, will be found in the appendix.

especially illustrated ones, might be included. These school libraries would be of the nature of the branch libraries which are now attached to many of the free libraries of our large towns.

Your commissioners, after having had the opportunity of further considering the value of manual work as a part of primary instruction, and, after having seen such work introduced into elementary schools of various grades in other countries besides France, are able now to express a stronger opinion in its favor than at the time of their first report. They do this with greater confidence because, in consequence, partly of the suggestion contained in that report, the experiment of introducing manual work into primary schools has been successfully effected by at least two school boards in this country, viz, those of Manchester and Sheffield. Your commissioners have had the opportunity of inspecting the manual work of the pupils both at the Manchester board schools and at the central school in Sheffield, and they are satisfied that such work is very beneficial as a part of the preliminary education of boys in this country who are to be subsequently engaged in industrial pursuits, even though it should not, as, however, it probably will do, actually shorten the period of their apprenticeship.

Your commissioners see no reason why, since grants are made on needlework in girls' schools, they should not be made on manual work in boys' schools. This instruction may be given so as not to interfere with the ordinary work of the school. It has been proved that this can be done, the boys being most eager to return for handicraft teaching after school hours.

Whenever more attention shall be given to drawing, and especially to mechanical and geometrical drawing, in the ordinary and the higher elementary schools, it will be proper and desirable that the work executed in the shops attached to these schools should be made from drawings prepared by the children themselves.

We need scarcely say that the success, not only of technical, but of the ordinary elementary instruction of our working population, depends upon the regular attendance of the children at school, and upon their remaining there sufficiently long to insure that the knowledge acquired shall leave some lasting impression on their minds. As will have appeared from other parts of this report, the children of the work-people of Germany and Switzerland, with few exceptions, remain at school till the age of fourteen years, and in some of the German states are required to continue their elementary instruction two years longer, in evening and Sunday schools, if their examination at fourteen has not been satisfactory. The wages of the parents in these countries are generally lower, and the sacrifice of their children's earnings is consequently felt more than with us. The efficiency of the American workmen is mainly attributed by all who have inquired into the subject to the primary education acquired by them during a prolonged attendance at school. In our own country great diversity prevails as to the standard authorizing the employment of children as full-timers. In Scotland this will be remedied by the act of last session. After next year no child under the age of fourteen years can be employed on full time in Scotland unless it has passed the fifth standard. We have no doubt that all classes interested in industry will quickly reap the benefit of this amendment of the law, and we see no reason why this regulation should not be extended to England and Wales, so far as it applies to factories and workshops.

We have avoided, in the foregoing statement, making special observations on the merits or defects of the various scientific and technical colleges and schools which are at work or in course of establishment in this country, but we think it due to those who have founded and those who are conducting these excellent institutions to state that all of them, in each of the three divisions of the United Kingdom, are, in spite of limited means, producing good results. It is most praiseworthy on the part of the professors and teachers that they devote themselves to the important work of tuition for salaries so small as those which they as a rule receive, when many would, by employing their scientific and technical knowledge in private enterprise, obtain much larger pecuniary remuneration. We may remark concerning the colleges that it is not necessary that all of them should be of the highest type. To enable the relatively small number of persons capable of occupying the highest industrial positions to acquire the most complete education of which modern science admits, only a few well-equipped institutions of high rank are needed. It is, however, of national importance that these few should be placed in such a position of efficiency as to enable them to carry out successfully the highest educational work in the special direction for which circumstances, particularly of locality, have fitted them; your commissioners believe that no portion of the national expenditure on education is of greater importance than that employed in the scientific culture of the leaders of industry.

Your commissioners fear that the belief in the efficacy of training of this *highest* character is, in England, at present small amongst those whom it will ultimately benefit; and yet there are few countries in which so many investigations have been made the practical bearings of which were not at the outset apparent, but which

have in the end led to the most important practical results. The discovery by Faraday of magneto-electricity, and by Joule of the mechanical equivalent of heat, at once occur as examples. The Englishman is accustomed to seek for an immediate return; and has yet to learn that an extended and systematic education up to and including the methods of original research is now a necessary preliminary to the fullest development of industry. It is, amongst other elements of progress, to the gradual but sure growth of public opinion in this direction that your commissioners look for the means of securing to this country in the future, as in the past, the highest position as an industrial nation.

We desire to express our satisfaction at the recent establishment of weaving and dyeing schools in the north of England, and of mechanical laboratories in several localities. The utility of weaving schools to proprietors and managers of factories, and to merchants who desire to become acquainted with the processes of the manufacture of the goods in which they deal, has been so clearly demonstrated on the Continent, that we need adduce no further arguments in their favor. The weaving and dyeing schools of Leeds have been established and are maintained entirely by the Clothworkers' Company of London. We regard this as one of the most useful and appropriate purposes to which a portion of their funds could have been devoted. The mechanical laboratories and mechanical drawing schools at Nottingham, Sheffield, Huddersfield, and elsewhere, will be of the greatest service in enlarging the knowledge and experience of young artisans who are kept continuously at one branch in their daily work.

The teaching of art and science subjects in the training colleges of Great Britain for elementary school teachers is very defective. The inspection on the part of the science and art department has, until lately, been greatly neglected, owing to the divided responsibility for the colleges of the education department and the Kensington authorities. The answers received by the examiners to such questions as the following, "Write out the heads of a lecture to an elementary class on the chemical and physical properties of water, mentioning the experiments which you would show, and your object in showing them," prove conclusively that the students have no idea as to how such a simple matter ought to be brought before a class. It would greatly conduce to sound and efficient training in science, and particularly in the methods of teaching, if those students in training who have shown an aptitude for science work could be sent annually to the Normal School of Science at South Kensington, or to other approved efficient institutions. The provision for art teaching in most of the training colleges is inferior even to that at present made for science, and an entire reform in this respect is urgently needed; and similar measures should be taken for systematic instruction in art as in science. Considerable attention is, as we have said elsewhere, paid to drawing in the Normal School in Dublin, where it is taught by a competent art-master.

The school boards of our great cities are fully alive to the defective character of the instruction of pupil-teachers. In London, Liverpool, and elsewhere, they have endeavored to apply a partial remedy by introducing joint instruction, under special teachers, qualified in each subject, instead of having each head master to instruct the pupil-teachers of his own school in every subject. The education department has also taken a small step in the right direction, by somewhat limiting the number of hours that the pupils may be employed in teaching, so as to give them a little more leisure for learning. No considerable improvement can, however, be expected until the great school boards are authorized to establish colleges for training teachers. These colleges would be day schools and need not receive from the state enormous capitation grants like those now given to the English denominational training colleges, but only small allowances like those granted to the day students in those of Scotland.

In concluding this part of our subject, we deem ourselves justified in giving, at the risk of repeating some of the statements we may have made in the earlier parts of our report, a short review of the work initiated, controlled, and contemplated by the City and Guilds of London Institute, inasmuch as this important organization has been created in order to promote the technical instruction of persons of every grade engaged in industry.

The institute had not been in existence very long when your commissioners were appointed, and consequently they have scarcely had the opportunity of estimating the value of the work it is doing in some of its branches. Even now that work is in many parts of the Kingdom unknown, and this is particularly the case in Ireland. In Dublin, Cork, and in many other Irish towns, nothing was known at the time of our visit of the encouragement to technical instruction offered by the institute's scheme of technological examinations, whereas in Belfast advantage has been taken of it, and the establishment there of a technical school for instruction in the weaving and dyeing of linen, and in mechanical engineering, is largely due to its action.

The central institution, which is not yet opened, is intended by the institute to fulfill functions resembling those of the great polytechnic schools of the continent.

Your commissioners have examined the proposed scheme of instruction embodied in the report of the institute, and they have also inspected the building, which is nearly complete. They consider that as the number of technical classes and technical schools increases, as it is likely to do, the want of such an institution as that in Exhibition road for the training of teachers will be more and more felt. It will be of great advantage as a technical high school for the metropolis, which is, in fact, one of our greatest industrial centers. It is intended to afford additional facilities for the prosecution of original research in science. In order, however, that the institution may effect the purpose for which it is intended, it should be well endowed, both for the provision of adequate special instruction, and also for the establishment of exhibitions to defray the cost of maintenance of poor students whilst pursuing their studies. Without expressing any positive opinion as to the amount required for this purpose, your commissioners fear that the annual sum at present subscribed by the livery companies is inadequate to the future requirements of the institution.

As regards the Finsbury Technical College, your commissioners believe that the evening classes connected with it are giving valuable technical instruction, such as is greatly needed by the artisans of the district in which the school is situated. The practical laboratory instruction in the applications of electricity to trade purposes is worthy of special mention.

The programme of the day school is well devised, and the offer of scholarships to the principal middle class schools of the metropolis, which enable select pupils therefrom to continue their education at the Finsbury College, is a good feature in the scheme. Considering the want that is generally felt of good trade schools into which promising pupils from the upper standards of the public elementary schools may be drafted, your commissioners are of opinion that a more intimate connection of the day department of the Finsbury Technical College with the elementary schools would also be desirable.

We think that similar trade schools, in which the curriculum consists mainly of practical science teaching, workshop instruction, drawing, and modern languages, might with advantage be established in other parts of London.

Your commissioners examined with great interest the work of the South London Technical Art School. The teaching of this school has had a direct bearing upon the important manufacturing works of Messrs. Doulton; and in few cases have we been able more definitely to ascertain the extent to which technical instruction has benefited a local industry. In many other branches besides that of the manufacture and painting of pottery, the teaching of design in connection with the material to which it is to be applied, would be undoubtedly advantageous. In this school practical instruction is also given in wood engraving, and a class is about to be formed in enameling; the City and Guilds of London Institute might usefully extend this kind of teaching in other directions.

By means of the institute's scheme of technological examinations classes have been formed in all the large manufacturing towns, in which the instruction is more specialized, according to the requirements of persons engaged in different industries, than has been thought desirable in the state-aided classes which are held under the direction of the science and art department. It will be seen by the collection of letters from eminent manufacturers in the appendix, that classes of the former kind are greatly valued, and regarded as deserving of continued encouragement.

The regulation of the institute which restricts the payment on results to the case of candidates engaged in the industries to which the examination refers, is a good one; and the introduction of practical tests, and the importance which the institute attaches to preliminary science knowledge, and to skill in drawing are to be commended. From the rapid increase in the number of candidates for these examinations during the last four years (the number in 1879 having been 202, and in 1883, 2,397), it may be assumed that as they become more generally known that number will still further increase, and that much larger funds will be required in payment to teachers on results.

We consider that the institute has rendered efficient service to technical education by means of the contributions it has given to the establishment of technical schools in the great centers of manufacturing industry, where they are even more necessary than in the metropolis. The institute appears to have distributed its grants with judgment and discretion, and in many cases, notably in Nottingham, Manchester, Sheffield, and Leicester, its contributions have had the effect of stimulating local effort in the establishment of new technical classes.

Your commissioners are able generally to indorse the several schemes of technical instruction, now in operation or about to be carried on by the City and Guilds of London Institute; and in view of the efficient and permanent working of these schemes, we should be glad to see the funds of the institute made fully adequate to the efficient carrying out of the objects it has in view, which, in our opinion, is not yet the case. We think it is of importance that the grants made by the contributing livery companies should be placed upon a permanent basis.

Whilst the preceding remarks apply to the United Kingdom as a whole, including those portions of Ireland, and more especially of the province of Ulster, in which the factory system is fully developed, other portions of the latter country require to be separately considered. In saying this, we refer more particularly to the poor and remote districts of the west.

Before proceeding to this part of the subject, however, we would refer very shortly to the question of technical instruction suitable for foremen and workmen in Dublin. Whilst science and art classes, many of them very successful, are to be found in several of the important towns of Ireland, there are scarcely any science classes at work in Dublin. Various reasons were assigned to us for this state of things, some of them of a kind into which it is not expedient that we should enter. At the same time there is in Dublin the Royal College of Science, with a staff of competent professors, an admirable technical museum, and laboratories fairly well equipped for practical work. It appears from the evidence that of the small number of students who follow a complete course of instruction in this institution, about one-half are Englishmen, holders of the royal exhibitions of the science and art department, scarcely any of whom become teachers of science in Ireland. There are no short summer courses at the college, like those at the Normal School at South Kensington, for the instruction of science teachers. There are we are aware some courses of evening lectures, but although the laboratories of the college are the only ones in Dublin available for practical evening instruction, such instruction in science and in mechanical drawing forms no part of the arrangements of the college. It appears by the rules of the science and art department, the professors of the college cannot earn grants on the results of instruction in science, as would be the case if they were ordinary science teachers. We are of opinion that so long as the effective work of the college in preparing associate students is so limited in area as at present, evening classes with practical laboratory work should form a part of the regular college courses, and that the remuneration of the professors should depend in part on the success, or at any rate on the regular attendance of students at such classes.

We would also remark that we have received evidence of a very contradictory nature as to the teaching of science in the Irish intermediate schools. We believe, however, that it is engaging the attention of the board of intermediate education, and we only deem it necessary to state in reference to this subject that efficient instruction in science will not be possible in those schools unless they are provided with proper laboratories, which in most, if not all of them, are at present entirely wanting.

But the most important part of our task with regard to Ireland is to consider the possibility of improving the industrial conditions of the poor and remote districts of the west, by means of technical education.

By the courtesy of Sir Patrick Keenan, K. C. M. G., the resident commissioner of national education in Ireland, your commissioners have been furnished with what they understood to be a complete set of the books used in the Irish national schools. They find that these books are well adapted for the literary instruction of the children of various ages in those schools, and that they contain much interesting information on the natural features and resources of Ireland. But, except as to agriculture, they do not afford adequate assistance towards graduated instruction in industrial processes, or in the rudiments of the sciences on which those processes are founded. As the Irish national education commissioners are by their regulations mainly responsible for the selection of the books used in the schools, this defect should receive their early attention.

There is a general consensus of opinion on the part of persons of all ranks in that country, whatever may be their views on other subjects, that the prosperity of the poorer districts of Ireland may be greatly promoted by technical instruction in handicrafts and in home industries. There is a conviction not less general, and it is one which our visits have fully confirmed in our minds, that the children and young people of Ireland of the laboring class possess great manual dexterity and aptitude, which only requires to be developed in order to be useful to themselves and those amongst whom they live. As evidence of this we need only refer to the remarkable success of the Christian Brothers, and to that of the ladies of religious orders, in training children and young persons for handicrafts in industrial schools and institutions of a like nature. There appears to be no reason why similar instruction to that which is given in these schools should not be given elsewhere, if the necessary funds and teachers are forthcoming. We have shown that instruction of this kind given on the continent to persons in remote districts, who would otherwise be idle, has added materially to their resources, both directly and by training them for employment in larger industrial concerns, and we have ascertained that no great expenditure of public money has been required in order to produce these effects.

Not only is instruction of this kind deemed to be desirable, but we have found that there is a willingness on the part of benevolent persons in Ireland to assist its promotion by subscriptions and in other ways. It is true that by some it has been proposed

that the Government should itself initiate, if it did not entirely charge itself with, this work, but we were happy to find there were others who would be quite satisfied if its utility received the imprimatur of the Government, and if the state offered rewards for the ascertained results of instruction of this kind. We are of opinion that successful work of this nature, whether it be conducted by individuals or societies or by religious bodies, deserves the recognition and reward of the Government. We think it no part of our duty to state which are the home industries best adapted to the conditions of different parts of Ireland. Each locality will be able to form its own judgment in regard to this, and due weight should be given by the Government to such local expression of opinion; payment in all cases being dependent upon the results obtained in the schools or classes. We do not think it would be possible for the Government to train teachers for a variety of home industries, but it might contribute to the payment of such teachers appointed by the localities; and it would be expedient to establish a class of itinerant teachers for service in districts where resident instructors cannot be maintained.

These suggestions apply even in a greater degree to the instruction of girls than of boys.

We need scarcely point out that, if it be deemed desirable to introduce manual instruction in the use of tools in elementary schools at all, this would apply in an eminent degree to the primary schools of Ireland. It was stated in evidence before us that in some parts of Ireland ordinary handicrafts, like those of the mason, have become absolutely extinct. Whether the children remain in their own immediate localities or migrate to other parts of the country, or emigrate to our colonies or to foreign countries, such instruction leading up to their apprenticeship as skilled laborers, instead of their fulfilling, as is now too much the case, the part of mere hewers of wood and drawers of water, would be of the greatest value to them. We are happy to find that the authorities of the national board of education in Ireland appreciate the importance of introducing instruction in manual work into their schools. They have already begun to give instruction of this kind to some few of their teachers, with a view to qualify them for imparting it to the children in the schools; but, in order that this instruction may be satisfactory, it is important that the training of the teachers themselves should be systematic and thorough; and, obvious as this might appear to be, we do not hesitate to impress it upon the minds of the authorities of the national board. Until the teachers are able themselves to give the instruction, it might be given by skilled and intelligent artisans. We have reason to believe that, whenever efficient teachers can be found, the national board will be prepared to pay for the results of manual teaching in the primary schools. It is scarcely necessary to say that our statement with regard to drawing, in reference to schools generally, applies with equal force to the Irish schools. We may remark that the progress of children in learning home trades will be much more satisfactory if they have been trained at school in the use of the ordinary tools for working in wood and iron and in drawing.

We shall deal with instruction in agriculture in Ireland in the succeeding subsection, in which we review the separate report of Mr. Jenkins, and the evidence which we personally received in Ireland on that special branch of the subject.

Whilst dealing with Irish education we cannot refrain from expressing our satisfaction at having found that public opinion amongst all classes in Ireland is in favor of some measure for gradually making primary education in that country compulsory. The subject is one surrounded with difficulties of a nature which appear to us to place the discussion of its details beyond the scope of our commission. We consider, however, that we should not do our duty if we did not express our decided opinion that no marked progress in the direction of technical education can be effected in Ireland until primary education in that country has been placed on a proper footing.

AGRICULTURAL EDUCATION.

As stated at the commencement of this report, your commissioners did not think that an inquiry into the instruction of the industrial classes would be complete unless it included some notice of the instruction of the large and important class of agriculturists.

We were unable ourselves to conduct this branch of the inquiry, except partially in regard to Ireland, but we trust that those who read the report on agricultural education of our subcommissioner, Mr. H. M. Jenkins, the secretary of the Royal Agricultural Society of England, submitted herewith, will think that we have been well advised in placing the inquiry in his hands. As supplementary to his report, your commissioners refer to the Irish evidence in the appendix, and to the narrative of their visits to the Royal Albert College at Glasnevin, to the Munster Dairy School, and to parts of the south and west of Ireland. We have not inquired into the state of agriculture, as an art, abroad and at home; to have done this would have lengthened the inquiry beyond measure, and it was the less needed, as this branch of the

question has been incidentally treated in the recent report of the royal commission on agriculture. It will, however, be seen from the report of our subcommissioner that those best able to form an opinion attribute a great and beneficial influence upon the progress of agriculture to the agricultural schools of various grades of the continent, and more especially to those like Hohenheim and Grignon, in which practice is combined with scientific teaching.

At a time like the present, when cheap railway and water conveyance of agricultural products from distant countries has completely changed the economical conditions of successful agriculture in Great Britain, it is of the greatest importance that those who are interested in the cultivation of the soil, whether as proprietors or as farmers, should not simply be familiar with existing practices at home, important as is such a familiarity, but that they should understand also the reasons which have caused these practices to prevail, in order to be able to decide to what extent they should continue to be pursued. They should likewise be acquainted with the nature and mode of cultivation of crops, the rearing and feeding of cattle, and the dairy practice of other countries.* To impart knowledge of this description is the proper function of the agricultural school. In Great Britain the agricultural department of the Normal School of South Kensington, the Royal Agricultural College of Cirencester, and the College of Downton, are the only institutions for higher agricultural education; the former principally for training teachers, the two latter for the education of land owners, land agents, and farmers. The first of these has been so short a time in existence that no definite judgment of its results can be formed by the test of practical success or failure. But we agree with our subcommissioner in thinking that the complete course of four years at the normal school is inconveniently and unnecessarily long; that at least all students who propose to become associates should on entrance prove that they possess the amount of practical knowledge of agriculture which can be acquired by a year's residence on a farm; and that visits to farms, and factories connected with agriculture, during the recess should be encouraged and rewarded by scholarships to those who have profited by them. Our subcommissioner considers that colleges like those of Cirencester and Downton do not require "propping" by the state, but that scholarships tenable at those colleges might be given by the Government to deserving students in the agricultural divisions of county schools.

These agricultural divisions, which are intended by our subcommissioner to provide secondary agricultural instruction, have still to be created. Mr. Jenkins proposes that farms should be attached to county schools, in which the pupils in the higher forms should be taught the principles and practice of farming, and should take part in farming operations and the management of stock. The experience of schools of this kind on the continent, and of some isolated attempts in this country, shows that they cannot be self-supporting. He proposes that the locality (the county) should equip the school and, we suppose, the farm attached to it, and that the Government should contribute as liberally to the buildings as to those of schools of science. We can see no objection to the latter proposal, and we approve of the suggestion that the governing bodies of counties should have the power of establishing and maintaining agricultural schools, or contributing thereto, under proper conditions; we should be glad to see this power conferred on them by the proposed measure for reorganizing county government. But it would also appear to us that an active participation in the encouragement of secondary agricultural schools would be an object well worthy of our great national agricultural societies. Their funds have hitherto been devoted mainly to the encouragement by premiums of improvement in cattle-breeding and in agricultural machinery. The commercial demand for animals of a high class and for implements of the best construction is now so great that any other than an honorary recognition of merit seems to be no longer required; and if a portion only of the money now distributed in prizes were offered in aid of local subscriptions for the addition of an agricultural department to the existing, and in many cases flourishing, county schools, it is probable that so desirable an experiment as that proposed by our subcommissioner would very soon be carried into effect.

We are aware that the fact of the number of competitors for the Royal Agricultural Society's junior scholarships having been small may not encourage that great society to increase its efforts in the direction of agricultural education, but we believe with Mr. Jenkins that the fault lies in a great measure with the want of competent teachers, a want which is now in the course of being supplied by the Normal School of Science and otherwise. With respect to the classes in the "principles of agriculture" in con-

* The practice of growing beet-roots for the manufacture of sugar has been attended with most beneficial changes in continental agriculture. This cultivation is carried on in countries varying remarkably in the conditions of climate in regard to heat and moisture. Should the recovery of ammonia in the manufacture of coke, and from the raw coal used in the blast furnace, be attended with the success which there is every reason to anticipate, the cheapening of nitrogenous manures may indicate some considerable changes in the agricultural practice of our own country.

nection with the science and art department, which properly come under the head of secondary instruction, Mr. Jenkins is of opinion that "the attempt to teach the principles of a subject without first teaching its facts and phenomena is very much like trying to build an actual castle in the air." We quite agree in this opinion, and we consider it essential, even if it should involve some change in the programme of the department, that the examiners should so arrange their questions as to ascertain as far as possible from his replies that the student is acquainted with the facts to which the principles are applicable, just as in chemistry, for instance, the examiner would not be satisfied with a mere knowledge of the laws affecting the combinations of chemical elements and compounds, but would expect the student to be acquainted with the nature and properties of the substances entering into combination. Unfortunately there is not the same room for a practical examination in agriculture as that which is now very properly required by the department in other sciences. On the whole it may be expected that young men following the profession of farmers, and acquainted with farming practice, will derive advantage from the classes in the theory of agriculture which are held in country towns.

Of our subcommissioner's suggestions in regard to lower agricultural education in Great Britain, that which recommends the apprenticeship of youths to selected farmers is very important if it can be carried out. There can be no doubt that if competent farmers can be found willing to receive boys and girls as apprentices (the girls in the dairy), and to allow a part of their time to be spent in continuing their school instruction, as is suggested by Mr. Jenkins, there could be no better training for the pupils. The French *Fermes-écoles* and German *Ackerbauschulen* are examples of this kind of training.

His recommendations in reference to elementary schools in rural districts are more definite. We agree with him in thinking that instruction in the theory and practice of agriculture should in Great Britain, as it already does in Ireland, after suitable introductory object lessons, form in the upper standards a part of the ordinary elementary subjects of rural schools, and should not be relegated to "class subjects"; and that, if time cannot otherwise be found for them, which we scarcely anticipate, some of the elementary subjects, such as the higher branches of arithmetic, should be transferred from the former to the latter category; and further, that encouragement should be given, by way of grants, to practical work on plots of land attached to such schools. One good result of this would probably be that the children, taking a more intelligent interest in farm work, would be less anxious to migrate from the country into the larger towns. It is probable that, if a demand existed for a practical knowledge of agriculture on the part of teachers in rural schools, some of the farmers' sons who at present unhealthily increase the competition for farms would qualify themselves to become elementary teachers.

The subject of agricultural education, which is of national interest in Great Britain, is a question of life and death for Ireland; we are happy to find that this is thoroughly felt both by the Government and by the people. There is progress in all directions. The Albert Agricultural Institution at Glasnevin, near Dublin, no longer confines itself to the instruction of young men who intend to become farmers or land agents, but is training teachers who will disseminate a knowledge of sound theory and likewise of successful practice throughout Ireland; for the Glasnevin farms, the 6-acre as well as the 100-acre, are pecuniarily successful. The Munster Agricultural and Dairy School, especially its dairy department, as will appear from the evidence given before us, is ascertained and acknowledged by all classes to be rendering eminent service to the farmers of the county of Cork. Every elementary teacher in Ireland is required to pass an examination in agriculture, and the science and practice of agriculture are taught to all boys in the three upper standards (or classes, as they are called in Ireland) of all rural schools. Last year nearly 45,000 boys were examined in this subject. Small farms are attached to some of these schools, and special grants are made for proficiency in practical agriculture, as tested on those farms. What is most encouraging is that the authorities of the national board themselves are not satisfied with what is being done. They are anxious that more encouragement should be given to the patrons of schools to furnish them with small example farms; they admit that when this is done results cannot be effectively gauged by their single agricultural inspector, Mr. Carroll, in addition to his duties as head of the Glasnevin Institution. Your commissioners believe that the board would gladly see the successful experiment of the Cork dairy school repeated in other parts of Ireland, each such school being established, as at Cork, by local effort, conducted by local managers in accordance with the wants of the locality, and supported in part by local subscriptions. Your commissioners trust that the treasury would see its way to encourage and aid such schools by grants out of imperial funds.

The evidence shows that the members of some boards of guardians are not satisfied with the prevailing absence of agricultural instruction for the children in the Irish work-houses. They desire that the plots of land attached to the work-houses should be more generally used than they now are for this instruction.

At the same time the faults of the past are acknowledged. It was stated in evidence before us that the failure to introduce the cultivation of flax in the south of Ireland was due in a great measure to the ignorance of the instructors, and to their having persuaded the people to grow it on unsuitable land, with the result of stunted crops, badly prepared, and scarcely fit for the commonest tissues. That some of the instructors were ignorant we cannot doubt; but the example of Flanders and other countries shows that flax can be grown on the poorest soils, provided that they are liberally manured, and receive such painstaking and assiduous cultivation as the peasants of those countries bestow on them. Failures, however, like that of flax culture in the South of Ireland, will induce the promoters of agricultural education in that country to proceed with caution, and not to raise a prejudice against it by schemes for which the teachers are not qualified and the learners are not ripe.

RECOMMENDATIONS.

Having carefully considered what is desirable and practicable in regard to the general and technical instruction of the various classes engaged in industrial pursuits in this country, we humbly offer the following recommendations, which require the intervention of the legislature or of public departments:

I. As to public elementary schools:

(a) That rudimentary drawing be incorporated with writing as a single elementary subject, and that instruction in elementary drawing be continued throughout the standards. That the inspectors of the education department, Whitehall, be responsible for the instruction in drawing. That drawing from casts and models be required as part of the work, and that modeling be encouraged by grant.

(b) That there be only two class subjects, instead of three, in the lower division of elementary schools, and that the object lessons for teaching elementary science shall include the subject of geography.

(c) That, after reasonable notice, a school shall not be deemed to be provided with proper "apparatus of elementary instruction" under article 115 of the code unless it have a proper supply of casts and models for drawing. •

(d) That proficiency in the use of tools for working in wood and iron be paid for as a "specific subject," arrangements being made for the work being done, so far as practicable, out of school hours. That special grants be made to schools in aid of collections of natural objects, casts, drawings, &c., suitable for school museums.

(e) That in rural schools instruction in the principles and facts of agriculture, after suitable introductory object lessons, shall be made obligatory in the upper standards.

(f) That the provision at present confined to Scotland, which prescribes that children under the age of fourteen shall not be allowed to work as full-timers in factories and workshops unless they have passed in the fifth standard, be extended to England and Wales.

II. As to classes under the science and art Department, and grants by the department:

(a) That school boards have power to establish, conduct, and contribute to the maintenance of classes for young persons and adults (being artisans) under the Science and art department. That in localities having no school board the local authority have analogous powers.

(b) That the science and art department shall arrange that the instruction in those science subjects which admit of it shall be of a more practical character than it is at present, especially in the "honors" stage; that payment on results be increased in the advanced stages of all subjects, at least to the level of those now made for practical chemistry and metallurgy, and that greater encouragement be given to grouping.

(c) That the examinations in agriculture be made to have a more practical bearing.

(d) That metallurgy, if it be retained, be divided into groups, as (1) the precious metals, (2) those extracted from metalliferous mines, as copper, tin, lead, &c., (3) iron and steel. That mining be similarly divided into (1) coal and (2) metalliferous mining.

(e) That the inspection of science classes by the science and art department, with a view to ascertain the efficiency of the instruction, and of the apparatus and laboratories, be made more effective, with the assistance, where necessary, of local subinspectors.

(f) That it shall not be a requirement of the science and art department that payment of fees be demanded from artisans for instruction in the science and art classes.

(g) That in the awards for industrial design more attention be paid by the department than is the case at present to the applicability of the design to the material in which it is to be executed, and that special grants be made for the actual execution of designs under proper safeguards.

(h) That the limits of the building grants under the science and art department

to £500 each for schools of art and of science should be abolished, and the conditions attached to them be revised.

(i) That, in addition to the loan of circulating collections and the grant of art reproductions at reduced cost, contributions be made to provincial industrial museums of original examples tending to advance the industries of the district in which such museums are situated.

III. Training colleges for elementary teachers:

(a) That the teaching of science and art in training colleges, and its inspection by the science and art department, be made efficient, and that arrangements be made for giving to selected students in those colleges greater facilities and inducements for the study of art and science in the National Art Training School and the Normal School of Science at South Kensington, the Royal College of Science for Ireland, and other institutions of a similar class approved of by the Government.

IV. Secondary and technical instruction:

(a) That steps be taken to accelerate the application of ancient endowments, under amended schemes, to secondary and technical instruction.

(b) That provision be made by the charity commissioners for the establishment, in suitable localities, of schools, or departments of schools, in which the study of natural science, drawing, mathematics, and modern languages, shall take the place of Latin and Greek.

(c) That local authorities be empowered, if they think fit, to establish, maintain, and contribute to the establishment and maintenance of secondary and technical (including agricultural) schools and colleges.

V. Public libraries and museums:

(a) That rate-payers have power, by vote, to sanction the increase of the expenditure, under the public libraries acts, beyond its present limit, and that the restriction of the acts to localities having 5,000 inhabitants and upwards be repealed.

(b) That museums of art and science and technological collections be opened to the public on Sundays.

VI. Special recommendations in regard to Ireland:

(a) That steps be taken at the earliest possible moment for the gradual introduction of compulsory attendance at elementary schools in Ireland.

(b) That payments be made by the national board, under proper regulations, on the results of the teaching of home industries to children, young persons, and adults; as well as in aid of the salaries of industrial teachers.

(c) That systematic instruction be given to primary school teachers, qualifying them to teach the use of tools for working in wood and iron, in the primary schools.

(d) That steps be taken by the commissioners of national education in Ireland for the provision of books calculated to assist the teachers of primary schools in giving graduated lessons in rudimentary science.

(e) That grants-in-aid be sanctioned by the treasury to approved agricultural schools and to approved schools for instruction in local industries.

(f) That practical evening science classes for artisans form part of the instruction in the Royal College of Science of Ireland in Dublin.

(g) That the board of intermediate education take steps to insure the provision of adequate means for the practical teaching of science in the schools under their direction.

In addition to the preceding recommendations which necessitate action on the part of the legislature or of the public authorities, or of both, your commissioners make the following recommendations, requiring no such action, by way of suggestions for the consideration of those in whose power it is to comply with them:

I. That it be made a condition by employers of young persons, and by the trade organizations, in the case of industries for which an acquaintance with science or art is desirable, that such young persons requiring it receive instruction therein either in schools attached to works or groups of works, or in such classes as may be available; the employers and trade organizations, in the latter case, contributing to the maintenance of such classes.

II. That the managers and promoters of science and technical classes should (a) so arrange the emoluments of teachers as to encourage them to retain their students for the advanced stages of subjects in which they have passed the elementary stage, and (b) that they should endeavor to group the teaching of cognate science subjects, as recommended by the royal commission on the advancement of science, and as provided for by the regulations of the science and art department.

III. That scholarships be more liberally founded, especially for pupils of higher elementary schools, enabling them to proceed to higher technical schools and colleges.

IV. That the great national agricultural societies give aid to the establishment in counties of secondary schools or classes for teaching agriculture.

V. That those responsible for the management of primary schools in Ireland, in the districts where farming is defective, attach small example farms to such schools where

over it is possible; and that boards of guardians employ the plots of land attached to workhouses for the agricultural instruction of the children therein.

VI. That the subscriptions given by the liberality of the city of London and of the different guilds, to the City and Guild Institute, be made adequate to the fulfillment of the work which that institute has undertaken, including the equipment and maintenance of its central institution.

In closing our report, we think it right to recall the fact that the first impulse to an inquiry into the subject of technical instruction was given by the important letter of Dr., now Sir Lyon Playfair, K. C. B., of May 15, 1867, to the chairman of the schools' inquiry commission, in which he called attention to the great progress in engineering and manufactures abroad shown at the Paris Exhibition of that year. In the course of our inquiry we have received much guidance from the letter on the subject by Mr. B. Samuelson, M. P., to the vice-president of the committee of council on education, dated November 16, 1867; from the report of the select committee of the House of Commons on scientific instruction, 1868; the report of the royal commission on the same subject; the papers by Mr. H. M. Felkin on Chemnitz, by Messrs. McLaren and Beaumont, and various other publications.

We desire also to express our thanks to the public authorities, to the owners and managers of industrial works, and to the numerous other persons, both at home and abroad, to whom we had occasion to apply for information, for the frank and courteous manner in which it was given to us; and also to acknowledge the prompt and valuable assistance which we received from the members of our diplomatic and consular services in the prosecution of our inquiry. All of which we humbly beg leave to submit for your Majesty's gracious consideration.

B. SAMUELSON.
H. E. ROSCOE.
PHILIP MAGNUS.
JOHN SLAGG.
SWIRE SMITH.
WM. WOODALL.

GILBERT R. REDGRAVE, *Secretary, April 4, 1884.*

APPENDIX I.

REPORT ON SCHOOLS FOR TEACHING DOMESTIC TRADES IN SOUTH GERMANY AND THE AUSTRIAN PROVINCES.

To the chairman and members of the Royal Commission on Technical Instruction.

GENTLEMEN: In compliance with your request, we have traveled through some of the chief manufacturing districts of the Black Forest, and paid a visit to the exhibition of Bavarian school work at Nuremberg in order to inquire into the industries carried on by the peasantry in their homes, and to study the schools and other means afforded by the Government for the furtherance and encouragement of domestic trades. Subsequently we examined a few of the Fachschulen, established by the Austrian Government for the instruction of the peasantry in various industries. On our first journey, acting on the advice of the Oberbürgermeister of Baden-Baden, Herr Gönner, who is the president of the local school council, we went first to Carlsruhe, the capital of the Grand Duchy of Baden; in which the chief portion of the Forest is situated. Here we had the advantage of meeting Herr Hofrath Wagner, who is the superintendent of the technical schools of the country. He explained to us the arrangement by which some of these schools are under the minister of the interior and trade, and some under the minister of education and justice. He advised us to see the minister of the interior, Herr v. Stösser, who is greatly interested in the promotion of technical education.

In the absence of Herr v. Stösser, we saw his private secretary, Herr Schenkel, and we had also the advantage of meeting the chief factory inspector, Herr Wörishoffer. From these gentlemen we obtained a brief account of the different industries of the Forest, and a statement of what has been done by the Government for their development. The factory inspector informed us that the home industries of the country were everywhere on the decline; the various manufactures having nearly all reached the stage at which they pass from the hands of individual workmen into the control of proprietors of small factories, employing machinery driven by water or steam power. The owners of such factories, owing to the greater subdivision of the work, can produce more cheaply than the peasant engaged in his own home. The conflict with the factory is at present a severe one, and the artisan working at home can earn only the barest livelihood, being everywhere paid less than the workman in the factory. He considered that the duty of the Government consisted in placing new and good designs before the work-people, in keeping them constantly acquainted with what was being done by their competitors in other countries, and in assisting in the

maintenance of local schools and exhibitions. He thought that state aid was very dangerously employed in granting subventions to, or in directly assisting, home industries. The principal domestic industries of the forest are—

- I. Clock-making, chiefly carried on in the districts of Triberg, Villingen, and Nenstadt.
- II. Straw-plaiting.—Triberg, Villingen, and Waldkirch.
- III. Wood carving.—Furtwangen, Bernau, and St. Blasien.
- IV. Tobacco, cigar, and cigarette making.—Durlach, Bruchsal, Heidelberg, &c.
- V. Cardboard-box making carried on in Lahr.
- VI. Silk-weaving (ribbons).—Saeckingen, Wallshut, and Schönaue.
- VII. Wool and stuffs.—Above districts, and also Schopfheim.
- VIII. Pottery.—Villingen, Hornberg, &c.

Schools for teaching watch-making exist at Furtwangen; for wood-carving at Furtwangen and Hornberg; and for straw-plait work at Furtwangen and at a large number of villages in the country districts. Permanent local exhibitions, some of them branches of the Trade Hall of Carlsruhe, exist in several of the smaller towns, as at Triberg and Furtwangen, and an art and trade exhibition of the industries of the Black Forest was held this year at Vöhrenbach.

We visited the clock-making school at Furtwangen, and in the absence of the teacher we were received by Herr Koch, the principal of the wood-carving school held in the same building at the Gewerbe Halle. This school was founded with a Government grant in 1850. By means of lotteries and further grants the Gewerbe Halle was erected and opened in 1874, and the school was transferred to the new building, and was reconstituted and formally opened in June, 1877. The Government grant for this purpose was £650. The school is managed by a local council chosen from the surrounding districts, and consisting of eight persons. The annual budget is £360, of which sum the province of Freiburg contributes £25, and Villingen £50. The school is held in two small rooms, very ill-suited for the purpose, and a new building is in course of erection by the local Gewerbe Verein (trade society) at a cost of from £1,250 to £1,500. There are at present 18 pupils. Most of them are admitted free, and many are supported by exhibitions which are given by the neighboring towns, and may amount to £20 per annum. The school fee is £1 per annum. The students must have been previously engaged for at least two years in practical clock-making before they can be admitted. The course lasts one year. In the morning they have theoretical studies, consisting of geometry, arithmetic, algebra, physics, mechanics, technology of watch and clock-making, geometrical drawing, projection, technical drawing, book-keeping, and commercial arithmetic, together with thirty hours, practical work per week in the shops in the afternoon. The lathes and tools seemed excellent of their kind, but the accommodation was very cramped.

By far the most important manufacture of the Black Forest is that of small carved clocks, many of them with musical accompaniments, known as cuckoo-clocks. In Triberg, and a group of small towns and villages surrounding it, known as the clock country, 13,500 people, the population of upward of ninety parishes, are engaged in clock-making. We went to Schonach, a village in the hills above Triberg, where almost every cottage is the home of a clock-maker. The houses are large and substantially built. They are generally a considerable distance apart, and are surrounded with meadow land and pastures. In addition to the home workers there are three or four small factories in which the wheels and other parts of clocks (uhrenbestandtheile) are made. In one of these visited by us there were about five or six workmen employed, and an apprentice. The power was derived from a small overshot wheel. There was a wire-cutting and straightening machine for preparing the pinions, a lathe for shouldering and tapering the pinions, some fine drills, a tooth-cutting machine, and a shaping machine for the wheel teeth, a small press for driving on the hoeses, &c. The machinery was ingenious and well adapted for its purpose. The rough castings, made in the village, were excellent. We were told that the men working piece-work in the factories could earn from 2 to 3 marks* per diem, though a very small proportion of the workmen earn the latter sum. In a second factory we visited subsequently, the movements made here were being fitted together and made into clocks. Carpenters were making the rough framework to contain the wheels, and others were preparing the varnished outer cases. The clock passed from hand to hand, one man adding the winding barrel, another the train of wheels, a third the escapement, and another placing the works into the case. The clocks were being packed up for sale in another part of the works. They seemed all pretty much of one pattern, and of a very common description. The proprietor informed us that he produced clocks of exactly the same kind as those that were made in the cottages. They went mainly to various parts of Europe. None now go to England or to America. The Americans not only supply themselves with cheap clocks, but

* Marks = shillings nearly.

they have driven out the Black Forest maker from the English markets. The people employed at clock-making live, we were told, very poorly, mainly on potatoes, though we saw soup and meat in some of the cottages. The cottages are very large; some of them contain as many as twelve families. Many people have only one or two rooms and a bit of land, probably about 20 perches, for which they pay from 10 to 14 marks rent per month. An old gentleman, mowing in a very wet meadow, was pointed out to us as the *bürgermeister* of Schonach. We went into several of the cottages and saw the people at their work. The women were polishing the clock-cases and the men were making the wheel-work. We were told here that an industrious worker at home could earn as much as a good workman in a factory. The water power is everywhere most ingeniously utilized, and the water itself, is, as in many parts of England, employed for irrigation on the steep hillsides.

Schonach is the seat of a considerable industry in straw-plaiting. Nearly all the women we met were plaiting. The straw used is rye-straw, grown in the place. It is sorted according to its thickness into some eight qualities. Whole straw is used for all except the finest work. For this latter, split straw is used. There are several large dealers in plait who supply the peasant women with straw and purchase the finished plait. These dealers have pattern cards with as many as two hundred and fifty varieties of plait. The plait is sewn together by the dealers into hats and bonnets, and made into baskets.

We visited the manufactory of Messrs. Kienzler and Sauter, and there we saw some thirty different kinds of baskets, made in the neighborhood. Here women were engaged in sewing the plait into hats with sewing machines (by Wilcox and Gibbs). The hats are subsequently shaped in presses. We were shown in the warehouse a large variety of plain and dyed straw hats. The baskets are made on blocks, in the cottages of the peasants. The block is given out with a sufficient quantity of plait, and a price is fixed for making each basket. The selling price ranges from 40 pfennings* to 2 marks 80 pfennings. Some of the baskets were nicely lined and mounted with leather. In making the basket the upright straws, or warp, are nailed to the block, and the weft is then wound or woven in and out in one length from end to end. This is essentially a cottage industry, and could not well be done by machinery, as the shapes are constantly varying. The firm employ three hundred hands, working in the surrounding villages. Straw-plaiting is taught to all the children in the village school† by the mistress, who is an expert plaiter. They can often plait at three years old. The pay for the work is very small. A skillful workwoman only earns about 4 marks per week.

In various places in the Black Forest plaiting is taught in special schools; thus, at Furtwangen, there is a school held all the year round. These schools have been established by the Government to promote the introduction of this industry into districts where it appeared likely to succeed. The ages of the children under instruction range from four to fourteen. The instruction is given for three hours in the morning and for three hours in the afternoon. Some children attend the *Volksschule* in the morning and learn plaiting in the afternoon; others come to the straw-plait school in the morning and attend the ordinary school in the afternoon. There are about 60 pupils. The name of the teacher is *Fraulein Hippach*. Most of the village straw-plait schools are winter schools only.

Herr Doffner, an extensive dealer in straw-plait, promised to prepare for us a complete set of samples of all the varieties of plait. His brother is a dyer, who produces the tints of fancy straw work. We were informed that only the plainer kinds of plaiting are done in the Forest. The fancy plaits, trimmings, &c., come from Switzerland and Italy. The women have a measuring board on which to ascertain the length of the piece. This board is about 30 inches long, and the plait has to go twenty times round it to make up a "piece," the payment for which varies from 15 to 70 pfennings for the labor only. The length of the piece is said to be 32 meters. In the *Gewerbe Halle* of Furtwangen is an interesting collection of straw work done in the local school. The instruction seems to be all in the direction of simple straight plaits, though in elaborate patterns; and straw flower work, trimmings, and straw mosaic work does not appear to be taught. In the *Gewerbe Halle* of Triberg we saw, however, some good straw mosaic work, somewhat like Tunbridge ware. This was shown by E. Kem, who is the only straw dealer in Triberg. At Schramberg, on the eastern border of the Forest, in Wurtemberg, round which there is also a great deal of straw plaiting, are two large straw-hat manufactories, one of which, that of Messrs. J. P. Haas & Co., we visited. This factory employs 120 hands in the manufacture of straw hats and baskets, and covers a large extent of ground. In a court-yard we found a vast number of palm leaves, brought from Cuba, spread out to bleach in the sun. Many finished hats were also laid out for this purpose. The leaves are split up into thin strips, and used for making a special kind of woven hat made in one piece, by which means

* 100 pfennings = 1 mark = 1 shilling.

† Special state aid is given to instruction in straw-plaiting in certain village schools.

the use of the needle is avoided. The making of these hats is evidently an important branch of the trade. Herr Haas, the principal, informed us that little trade was done with England, except in Panama hats, made here from imported grass. The English straw plait is so much better than theirs that they cannot compete. The Swiss and local straw, being inferior in color, is mostly used for dyed hats. The firm import largely "Canton plait" from China, which is both better and cheaper than that made in the district. They also make a great many willow hats (mainly for infants and children). These are made from split shavings of willow, woven together into large square pieces by the peasants of Bohemia (this being a home industry). The material appeared to be in pieces about a yard square. In Herr Haas's show-rooms we saw an immense collection of hats, both trimmed and untrimmed. The firm keep a large stock of unshaped hats, the shape being given at the last stage of the manufacture, and, as this depends mainly on fashion, the hats are not blocked until Messrs. Haas learn the wishes of the foreign merchants.

Another important industry of the Black Forest is wood-carving, and this, strange as it may seem, is now passing into the hands of the owners of the factories, or large workshops, where from 20 to 30 men are employed. The wooden-clock cases are most of them finished with a carved oak or walnut front, and coarse carving of this kind is manufactured in Hornberg and the neighborhood. We visited the factory of the Brothers Lehnis. Here the fronts of clocks were being carved wholesale, chiefly in walnut or lime-tree wood. Much of the carving was very second rate. Messrs. Lehnis employ 34 workmen. The pattern was pounced through on to a board of the requisite size. The outline was then sawn out by means of a hand-saw, and the relief, &c., form was given by the workman. The machinery was driven by water-power.

There is a school for teaching wood carving in the village; the school meets on two evenings and on Sundays. There are eight hours of practical work and two hours of drawing and modeling. There are at present 10 students (apprentices). This school is affiliated to the Art Trade School of Karlsruhe.

The most important wood-carving school in the Duchy is, however, at Furtwangen. This school is held on the upper floor of the Gewerbe Halle. The teachers are Herr Koch and Herr Eberhard, by whom we were received and conducted through the rooms. There are at present about 30 pupils. They learn drawing, modeling, and wood-carving. The lads who enter the school have no previous practical knowledge of the work, and are often mere peasant lads. There is no entrance examination. A regular prescribed course of work has to be pursued. They draw and model the different copies in clay, as well as carve them in wood. All the students learn drawing, and are competent to make thorough working drawings of anything they may have to carve. The work they execute belongs to them on paying for the wood. All the tools are supplied by the school. The local authorities find the premises, and the state pays the teachers and provides models and examples, as also the plant. The students all attend the classes of the trade school* for technical and literary instruction, and one day in each week they are sent to the joiners' schools to learn plain cabinet work and the construction of furniture. The students were most of them standing at their work. Some very excellent carving was being executed. The teacher of modeling and drawing, Herr Eberhard, had a private studio, and showed us a large collection of working drawings and details for various works executed from his designs, as album covers, clock cases, key-boards, frames, &c., in wood, and also objects in brass, iron, pottery, and enamels. The fact that the teachers are practically engaged in supplying designs for the local industries seems to have an important bearing upon the work of the school.

A large amount of wood carving is required annually in connection with the wooden-faced clocks made in the forest, and, in addition to the work done in small factories we have described, much carving is done by the work-people in their own homes.

Though we were informed that the manufacture of tobacco is carried on extensively as a home industry in the northwestern districts of the forest, we did not think that we were warranted in paying any attention to this industry, as the growth of tobacco is prohibited in the United Kingdom. Coarse tobacco is largely grown in Southern Germany, and doubtless the preparation of cigars and cigarettes from home-grown tobacco affords employment, at a very low rate of payment to a number of young people and children.

We visited Lahr, a small town north of Freiburg, to inquire into the flourishing home industry which has been established there for nearly one hundred years, namely, the production of small card-board boxes for chemists, confectioners, &c. This trade is in the hands of some seven or eight manufacturers. We visited the works of Herr C. F. Dreyspring, one of the largest in Lahr. He employs about 80 hands in the factory, mostly girls about eighteen or twenty years of age. There are punching machines for making the tops and bottoms of boxes, and cutting knives for preparing

* There are forty-four trade schools in the Duchy of Baden.

the narrow strips to form the sides of the boxes. Pill-boxes and tooth-powder boxes seem to form the staple trade; but fancy silk and velvet-covered boxes for bonbons, valued at as much as 8s. each, are also made here. The home production is mostly of the cheapest and simplest kinds of boxes; the better qualities are made in the works. The work is evidently mainly piece-work; the girls work together in threes. The boxes are made of coarse card-board and covered with various fancy papers. For some customers the boxes are labeled, ready for use, and this used to be done for English houses, but it is said to be now prohibited by the customs.* The pocket cases for court-plaster are also made in large numbers, solely for export to England. Only small boxes are made here, as it would not pay them to produce the large bulky boxes for haberdashers. There is a special department in the works, at which the materials are prepared for giving out to the workers employed in their own homes. We were told that the children can begin work in the cottages at a very early age. This trade is confined to Lahr itself, scarcely anything being done in the surrounding villages. As the work requires great skill and manual dexterity, it is said not to be of a kind suitable for persons engaged in farming operations during a portion of their time. We were informed that, notwithstanding attempts to transplant the industry to other districts, it has never been successful elsewhere. There are about 2,000 persons wholly or partially employed in box-making, the number of factory hands amounting on busy times to between 700 and 800. Workers in factories earn more than persons employed at home. All the machinists were men; most of the box-makers were females.

The weavers of the Black Forest are found chiefly in the villages in the extreme south. They devote themselves principally to the production of silk-figured ribbons and cotton stuffs. The industry is not in any way aided by schools or Government subventions, and did not appear to us sufficiently important to require special examination.

The only product of the district we have still to mention is that of pottery, which is produced in small quantities in certain districts where the works might almost rank as home industries. The Government art school at Carlsruhe has done much to provide better models for the potters, and we were recommended by the officials at Carlsruhe to visit the works of Herr Glatz at Villingen. These works are on a very small scale; the lower floor of Herr Glatz's house containing the throwers and pressers, and serving for the preparation of the clay, while the oven, the painting shop, modeling shop, and ware-house are contained in a small shed adjoining. The ware is a species of majolica, with outlined patterns in sgraffito, filled in with variously colored slips and finished with a rich lead glaze. The decorative work is done on the dried clay previous to biscuiting. After being fired once with colored slips, the ware is painted over with, or dipped in, a reddish glaze, producing when fired an agreeable fluxing of the tints. Many of the objects were designed by the students of the art school at Carlsruhe. The minister of trade, we were told, takes much interest in this factory, and has sent specimens and models for imitation. These works were started in 1876, and employ only seven or eight hands. At Hornberg† we saw a small cottage factory, where some excellent stoneware was being produced.

We visited the permanent exhibitions at Furtwangen and Triberg. These are contained in buildings erected by the local trade societies, which are affiliated to the trade society‡ of Carlsruhe. The exhibition at Furtwangen, in addition to an excellent display of local manufactures, contains an historical collection of musical and other clocks, and many objects collected by the Government to serve as models or examples for local industries. There is also a good reading-room, with most of the principal trade and technical journals, and a library.

At Vöhrenbach the district exhibition of Black Forest industries is held in the Rifle Club buildings just outside the town. It is assisted by the Government, who have sent down a case of specimens from the Gewerbe Museum at Carlsruhe. The local trade society has promoted the exhibition, and has fitted up a suite of three rooms with furniture made in the district, which will serve as the chief prizes in a small lottery connected with the exhibition. The exhibition is nicely arranged, and contains an interesting set of specimens of all the different industries practiced in the district. The collections of wood carving were very good. The clocks were better in design than those shown at Triberg and elsewhere, and showed the influence of the Carlsruhe school. This exhibition seemed, in every respect, an excellent example

* This can only be true if the names were used to deceive purchasers as to the contents of the boxes being made by British firms. They were probably ordered by German houses, with English names, and contained German goods.

† We visited here the important potteries of Messrs. * * *, who employ 800 hands.

‡ The German *Gewerbe Verein* is an association, both of employers and employed, to maintain the interests of the trade in the town or district, and to encourage thrift and intellectual progress.

of what may be done by a small manufacturing community remote from railways and large towns. It must be 15 miles to the nearest railway station, and 40 miles to any town of importance.

NUREMBERG EXHIBITION.

After seeing the industries of the Black Forest in the country itself, we went to Nuremberg, and spent several days in carefully examining the Bavarian exhibition of art and industry, more especially those portions of it bearing upon our inquiry.

In this exhibition the work done in the various trade and industrial schools has received special attention, and an annex or pavilion has been erected for a collective display of the school work of the country. Not only has the great technical high school of Munich most carefully illustrated all branches of its teaching, both in the form of results of school work and in the appliances for teaching, but it sends also copious samples of its teaching apparatus, collections of artistic and scientific specimens, testing machinery, &c. The remote village industrial schools, as, for instance, that for wood carving at Berchtesgaden, and the pottery school at Landshut, have also sent specimens of the works they have executed, together with printed or written statements of their progress, &c.

Confining our attention to those schools destined to assist small local industries, we may class them under the following heads:

1. Weaving schools, Lambrecht, Passau, Münchberg, &c.
2. Wood-carving schools, Garmisch, Spessart, Berchtesgaden, Bischoffsheim.
3. Basket-making schools, Schaidt and Winzer.
4. Pottery school at Landshut.
5. Violin-making school at Mittenwald.

Weaving schools.—The display of fabrics, pattern books, and teaching apparatus, from the various Bavarian weaving schools, contained no essential points of difference from the objects shown us in similar and more important schools in other parts of the continent. The woven fabrics from the school at Lambrecht (all said to have been produced in the school) were very numerous, and included some specimens of carpets, costings, and woolen fabrics. The specimens from Passau and Münchberg, the latter school founded in 1863, included more cotton and linen fabrics. The class books showed that the teaching at all these schools is theoretical as well as practical. We were informed that weaving is a home industry in many parts of Bavaria, and these schools are doubtless intended to train up skilled workers and designers, and to improve the general character of the trade.

Wood-carving schools.—The display of work in this section is exceedingly good. One of the best schools appears to be that of Garmisch near Partenkirchen. The course would seem to extend over three years. There were some good drawings and models in plaster by pupils, in addition to the practical work. A large number of students' drawing books were shown, as also a collection of photographs of carved work done in the school. Among the objects exhibited was a handsome cradle, valued at £20, and some well designed small full-length figures, carved in oak (probably for church decoration). A notice attached to the display stated that the school authorities were prepared to undertake work for the trade. The work was evidently thoroughly practical. Some good enriched moldings were shown, which were undoubtedly intended for the cabinet-maker.

The school at Bischoffsheim made a good show. This school was founded at Pöppelhausen in 1854, and transferred to Bischoffsheim in 1861. The aim of the school is declared to be as follows: "The introduction of wood carving as a house industry into a number of dwellings in the Ronethal, and the reward of meritorious work." The average number of scholars in each year during the past ten years has been 10. The school receives £85 a year from the "Kreissfonds." Some spirited carvings of animals were shown, and the display was contained in an elaborate carved wood frame.

Good collections of local work are shown from the carving schools of Berchtesgaden in the Salzkammergut, which has 106 pupils, and from the Spessart school of Lohr-a-Maine. From the latter the bulk of the work is of a very rude description, consisting mainly of all kinds of wooden utensils, shovels, spoons, &c.

We could only find the work of two *basket-making schools*; one of them, at Schaidt, in the Rhinepalz, contributes a large collection of baskets of all kinds, both in plain and dyed wood; also willow furniture, as chairs, cradles, &c. Some of the baskets were novel in point of design. Many of them were leather-mounted and some were lined. There was also a good collection of osier rods of several varieties, cultivated for the use of the school. Peter Vogel, traveling instructor (Wanderlehrer), states that "he is willing to supply grafts of *Salix Viminalis*, *Salix Schwurbitziaua*, or *Salix Amygdalina*"; the last, he says, "is the best for the basket maker." Similar exhibits are sent by the school at Winzer, near Osterhofen, in Bavaria; very complicated basket work, furniture, woven work in wood strips, as mats, &c.; willow wood frames, and caps made of the tinder fungus (Schwamm).

The school for *violin-making* at Mittenwald is on a very humble scale. There are at present 12 pupils. The total number of pupils since the foundation of the school in 1858, has been 95. The school course extends over three years. A large collection of partly finished violins was shown; also templet, or paper patterns, for cutting out the different parts of the instrument. The Government grant is said to be 280 marks (£14) and the school is nearly self-supporting.

The *pottery school* at Landshtut sends some rude green-glazed pottery, little superior to that of the peasant potters and stove-makers. A stove exhibited by the school bears a label describing it as the work of eight pupils. The length of time they have each been at the school is stated, and varies from one and a half to two years, the ages of the pupils being given at from fifteen to seventeen. The shapes of some of the vessels showed signs of improved models, though there seemed to be very little attempt made to introduce decoration or artistic modeling of ornament.

We had no opportunity of personally examining the work actually being done in these schools, as in the case of the schools in the Black Forest, but to judge from the specimens exhibited there must be great similarity in the modes of teaching and in the general character of the instruction.

THURINGIA.

Before our return to England we spent a couple of days in the district of Thuringia, which contains more varied industries than the Black Forest, and where we found much to interest us. Round Lichtenfels to the extreme south of Thuringia a considerable amount of straw plaiting is carried on by the villagers. We did not, however, stop in this country, but aimed first for Sonneberg, the seat of the toy manufacture, for which this part of the Forest is famous. On our way to Sonneberg we passed through Neustadt, and had the opportunity of seeing in the warehouse of Herr Dehler a collection of the chief varieties of toys and dolls made in this village and in the surrounding neighborhood. The manufacture of dolls is here almost entirely a home industry, or one carried on in small workshops attached to the cottages, in which several men arrange to work together for the sake of the greater rapidity of work obtained by division of labor. Herr Dehler took us to see a cottage workshop, where a man and his wife were engaged in dressing and arranging dolls' hair. This is their sole occupation. The hair is made of long English wool, suitably dyed and prepared, and it was being arranged in the most artistic fashion with flowers, in a great many different styles, on a number of almost life-sized dolls. The workers inhabited two rooms on the upper floor of a cottage, for which we were told they would probably pay 3s. 6d. per week as rent. They might, if industrious, earn as much as 20 marks per week between them.* The cottage would contain four families. Most of the people in the neighborhood make papier-maché toys, squeaking animals, confectioners' bon-bon boxes in the form of animals, birds, &c., and small mechanical dolls of a very cheap description. Herr Dehler is himself a doll-maker, and employs a large number of people who work at home, but fetch all their materials from his factory. He stated that there were no schools for toy making, nor in fact any education bearing specially on the industry. In driving to Sonneberg we passed numerous small china factories, where toy animals, miniature dolls' services, and tea sets, &c., are produced.

Sonneberg, the principal town in the toy country, is in a very flourishing condition, and is being rapidly extended; more than 25 per cent. of the houses have been built during the last few years. Here the toy-makers seem in many cases to have become manufacturers, and to employ numerous hands in large shops. The making of dolls of all kinds seems the chief trade here, though in the warehouse of Messrs. C. & O. Dressel we were shown a vast collection of other toys of every description, all produced in the surrounding country. Here again were no special schools for training young people as doll or toy-makers. The school intended to serve for this purpose had been diverted from its original object, and has been made into a Real Schule capable of granting certificates to serve one year only in the army, instead of three. The only school in Sonneberg in which we could learn that any specialized instruction is given to the work people is the Gewerbliche Fortbildungs Schule, in which the lads are taught drawing, modeling, and carving. We visited this school, and found that the master was giving private lessons to two lads in wood carving, and to a class of seven or eight in modeling in clay and wax. The Fortbildung class is held daily from 6 to 8 in the morning. The work we saw being done was remarkably good, and the master told us that the boys are very fond of modeling, and possess a considerable amount of innate skill. The Duke of Saxe Meiningen took great interest in the town in former times, and presented the authorities with a collection of plaster casts from the antique. He also caused a room in the Rathhaus to be decorated after his own designs. We went to see the collection and found it in great disorder. It has been

*About 8s. 6d. each per week, deducting the rent.

partially dispersed, and the hall was being used at the time of our visit by the wife of the burgomaster as an ironing room—the dresses and linen hanging all round the room.

We were informed that the trade is in an extremely flourishing condition, and that the chief manufacturers can scarcely comply with the demand. Toys are made by the peasants in all the neighboring villages, and many of the work-people make only some one part of some particular kind of doll, the complete toy being put together by a toy-maker in the town. We visited a number of the workers in their own homes, and were much pleased with the clean and comfortable state of the houses.

At Hüttensteinach, a village a few miles north of Sonneberg, we found the chief home industries to be the making and covering of slate pencils, and the painting and polishing of china and glass marbles.

At Lanscha, and the villages beyond it as far as Neuhaus, the population is extensively engaged in glass-blowing. There is a large gas-works, from which the mains extend to a distance of 4 miles. The gas appears only to be used for the glass-workers' blow-pipes and not for illuminating purposes. The people we saw were engaged in making pearl and colored beads, glass buttons, ornaments for Christmas trees, glass eyes for dolls and stuffed animals, &c. Glass-blowing is here essentially a home industry, but we could not learn of any schools connected with this work, or of any special means of instruction provided for the young people. The village of Lanscha is very singular in appearance, the houses being crowded together along a narrow line of steep hilly streets. The trade was said to have been introduced into the district by two Bohemian workmen, named Müller and Eichhorn, nearly two hundred years ago, and these seem still to be among the commonest of the names of the villagers.

If the neighborhood through which we passed is fairly representative of the forest country of Thuringia, it is impossible to overrate the importance, in a material point of view, of these home industries. The cottages were pretty and well kept; most of the windows contained flowers, beautifully grown in pots, and many of the houses had gardens attached to them. The people were well dressed, and had the air of being well fed and contented. They are evidently a most industrious race, and their success may depend as much upon their natural disposition and temperament as on the fact that they have been trained for generations in these various occupations. Still, whatever may be the cause of their success in home industries, we think it is impossible to doubt that the influence for good of such work is of vast importance. We found populous and thriving villages, filled with busy workers, in districts remote from railways, and where carriage and transport must be matters of extreme difficulty, and in parts of the country, moreover, where agricultural work would in many cases be wholly insufficient to provide support for more than a small proportion of the present population. It is in such cases as these that the provision of suitable employment for the masses of the people is so important, and the question of the mode in which such industries are introduced, and the way in which they are fostered, is surely one which deserves the most careful attention of the economist.

AUSTRIAN SCHOOLS.

On the occasion of our journey to the South Austrian provinces, we had first to proceed to Villach, in Carinthia, in order to meet Dr. Exner, one of the Government inspectors of schools, who had promised to give us all the necessary information respecting them, and to furnish us with introductions to the various school directors.

The school at Villach has been established for about four years, and is mainly for instruction in joiners' work and wood carving. The schools under the Austrian Government may be divided into two categories, namely, 1st, those in which a sound theoretical instruction is imparted, with a certain number of hours daily in the workshop for practical work—of these schools there are as yet comparatively few; and 2d, those where the greater part of the time is spent in the shops; and the theoretical work consists mainly of drawing. In schools of the latter kind arrangements are sometimes made for a certain amount of theoretical or literary teaching in the evening and on Sunday, generally by the master of one of the primary schools. The school of Villach belongs to the latter category. At the time of our first visit, a number of boys, most of them fresh from the primary school, were being taught drawing, almost entirely from copies (chiefly outlines of ornament). Two or three lads, who intended to become carpenters, were making details of wood construction; a more advanced pupil was preparing a full-size drawing of a lady's work-table, from the design of the drawing master, Herr Kastner, which he was about to make in the shop. In an adjoining room seven or eight older boys were carving. These, we were informed, were students, who had passed through the school, and were employed as journeymen, at daily wages, to execute work for which orders had been obtained by the school. Two younger boys were engaged in elementary work. The carving class is under the tuition of the head master, who was absent on account of illness at the time of our visit. The staff of masters consists of the director, Herr K. Shellhorn, a drawing and modeling master, Herr Kastner, and a foreman instructor of joiners' work.

On the ground-floor was a large joiners' shop, in which, at a second visit, we found several boys employed; some furniture of a rather ambitious character being in course of construction. The masters, who had but recently been appointed, concurred in describing the boys as dull and difficult to teach. Some of the carving was excellent, and the collection of finished work shown to us was of very good quality, and superior to the work of similar schools we had seen on former occasions. The school has 31 pupils. The full course lasts four years for carvers and three years for joiners. The instruction is quite gratuitous. All boys who have gone through the primary school are eligible for admission. The master of the drawing school told us, however, that several of the lads who had recently come to the school had to be dismissed, owing to their gross ignorance. The drawing master, who accompanied us through the school (and who had just received his *congé*), took a gloomy view of its work and prospects. He said the school had not been established long enough for its influence on the district to have become manifest. On being asked whether wood carving was at present practiced to any extent in the town or in the surrounding district, he replied that it was not, but that during the summer months there were many visitors to the baths and a considerable quantity of carved work was imported from Salzburg and the Tyrol, and sold in Villach, and it was hoped that by the foundation of the school a native industry might be implanted.

We next visited the school of wood inlaying and intarsia work at Cortina d'Ampezzo, in the Tyrol. This beautifully situated mountain village is in the heart of the Dolomite country; it has two schools, the one for wood industry and the other for silver filigree-work. In the former school are 41 pupils, who were all engaged in the shops at the time of our visit. The drawing master informed us that he gives eight hours' instruction weekly at each school. There is a show-room containing the works of the boys, which meet with a ready sale to summer visitors. They consist of frames, boxes, ornaments, and trinkets, with inlaid designs in different woods; also a special kind of metal intarsia work, like piqué work, thin bands of brass being driven into grooves prepared in hard wood to receive them, and the ornamental figures thus produced being subsequently rubbed to a smooth surface and polished. The value of goods sold is about £420 yearly. Much of the work was highly artistic, and the school was engaged in the execution of some special orders for a lady of rank.

The hours of instruction are from 7 to 11 and from 1 to 6 in summer, and from 8 to 11 and from 1 to 4 in winter.

The course lasts four years. No boys can be received before the age of fourteen years, and until the completion of their course in elementary schools. At the expiry of four years expert pupils can be retained as journeymen for a year longer, receiving daily pay in accordance with their skill, the amount ranging from 40kr. to 1.20fl. per diem. The average earnings of a good mechanic appears to be about 1.20fl. per diem in the village. Although the pupils were found to be engaged in different kinds of work, all follow the same course of instruction. In the inlaying shop, table-tops and parts of furniture were being constructed. A certain proportion of those engaged here were journeymen; the numbers being 18 adults, and 23 boys learning the trade.

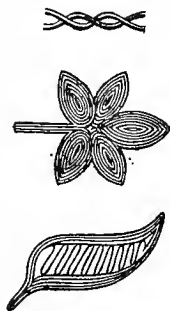
The pupils draw two hours daily, and spend six hours daily in the shops.

The school building is provided by the commune, and has been almost doubled in size since the school was founded. It consists of a large workshop and class-room on the upper floor with a show-room and the office of the director. On the ground floor are two more large shops, a store for wood and materials, and closets, &c. The director is Signor Guedina.

We then visited the filigree school, which is held in the same building as the primary school, occupying two rooms on the upper floor. The work includes the entire process of manufacture, the drawing of the wire, twisting it, cutting out the small copper molds for the leaves and flowers, and the execution of the metal work itself. The workers are of both sexes. The school has been established for eight years, and on inquiring what became of the pupils who had been educated here, we were informed that only seven had finished their education. The master, Signor G. Ghedina, assured us that it needed from eight to ten years to become an expert workman. There is only one other filigree-worker in Cortina. The master was almost the sole possessor of the traditional art, and he had founded the school as a private adventure, and carried it on as such for several years, until it was taken over by the Government. The master could not point to any one who had set up in business as a worker on leaving the school. Asked if he could supply a teacher able to instruct a class in a school elsewhere, he replied that he could do so. Part of the process, namely, the soldering of the twisted wires by means of the blow-pipe, involved the use of a material which he informed us was his own trade secret, but which he taught to his pupils. This work requires great delicacy of handling, and much artistic taste; the objects made in Cortina were said to differ from those made in Northern Italy, chiefly in the excellence of the manner in which the soldering was executed.

The master informed us that since the school had been taken over few changes and little that was novel in the matter of examples and appliances had been introduced.

This school was an interesting example of the way in which the Government of Austria is willing to assist and develop local effort in the matter of workshop instruction. The school was evidently but a very trifling grade above what might be found elsewhere as the workshop of a private individual. The master of the school was clearly working with a keen view to profit, and to the sale of the work done by the pupils, who come and work long hours (ten hours daily) for at least three years in order to learn the business. It may be interesting to indicate the stages of manufacture as we saw them in progress. A girl was engaged in drawing silver-wire on a rude hand-wheel, through graduated perforations in a metal plate; this wire is subsequently doubled and twisted in lengths of about 10 feet by a multiplying-wheel. The wire employed is very fine, and when twisted double is smaller in diameter than a fine lace needle. In making the triquet forms of the separate leaves or petals are cut out in thin sheet-copper and the wire is then neatly coiled round the outline, and round and round until the whole shape is filled in; by means of gentle pressure the wire leaves what may be termed the mold, and it is then gently heated and coated with some flux. The solder, which is in a finely powdered state, is next applied, and is melted by means of the blow-pipe. All the appliances in the workshop, from the drawing frame to the blow-pipe lamp, seemed to be of the most antiquated construction. The leaves are bound together with wire and in some cases again soldered. Some of the work is gilt, but the bulk of the jewelry was in plain silver filigree. The school contained 21 pupils, 13 adults and 8 apprentices; eight of the workers were females. The only other master besides the director is the drawing master of the other school who gives instruction here also in drawing, in which all the pupils participate. Of the 28 students who have been educated in the school, 21 were still there at the date of our visit.



We next visited the school for wood working and inlaying at Riva, which is located on the ground floor and in the basement of the communal school. This school has only been established here for some five or six months, having been removed hither from Tione in October last. The opening of this school took place on the 2d November, and most of the masters and some five or six pupils were transferred from the former school. This institution is of a far more pretentious character than any of those previously described, as it aims at giving a good general education concurrently with the industrial training. The lads spend all the morning in the class-rooms and only take up industrial work in the afternoon. The complete course will extend over three years, but there is a preparatory class for new-comers, and at the time of our visit nearly all the lads were in this class. Instruction is given in Italian and German, history, geography, algebra, geometry, arithmetic, and book-keeping. The boys all learn drawing and most of them modeling. The trades taught are carpenters' and joiners' work, turning, carving, and wood inlaying. It is intended almost immediately to fit up shops for metal working and for masons' work, as some excellent freestone exists in the neighborhood and a company has been formed to work it. This company has provided two lads with bursaries to enable them to study at the school and to acquire the requisite knowledge of masons' work, trusting that they may be of use to them when they leave the school. The master, Signor G. Tamnani, who was formerly an engineer, and founded the school at Tione on his own initiative, spoke strongly against the system of the creation of simple workshops, without the necessary provision of theoretical instruction. He informed us that he was well acquainted with the results of both classes of schools, and that nothing that was really good and lasting could be accomplished by institutions of the above kind. He aimed at making his pupils thoroughly conversant with the nature and properties of the material with which they had to deal. They should learn all that could be said of the growth or formation, construction, and strength, and the history and various uses of the materials with which they had to work. They should be able to draw or model accurately whatever they have to make, in any position, and they should be well acquainted with the most recent mechanical appliances for dealing with or preparing the materials for their trade. He said that only some 7 or 8 of the 100 Fachschulen under the Austrian Government gave a thorough and systematic training, such as that at which he aimed. In this school every piece of wood carving executed by a pupil is first drawn and then modeled by him in clay. Some of the pupils remain in the school for five years. He has at present two assistant masters and three work masters. Some of the work brought from the school at Tione seemed very good, but the work in course of execution here was all of the most elementary kind, as the students had only entered at the end of last year. There is a special room set apart for wood inlaying, in charge of a master who was trained at Tione. There are at present only two pupils in this department. A large stock of native woods, giving 130 distinct shades, has been collected, and, except for special tints, some 20 or 30 in number, they will be able to employ the produce of the surrounding

neighborhood. As examples of the work done at Tione, the director showed us several drawings of large and complicated pieces of furniture, which had been produced by the students from his designs and executed by them under his directions. In a school so recently established, we could not ask for traces of its influence in Riva, but Signor Tamadini assured us that at Tione they had trained cabinet-makers who had obtained excellent positions in Vienna and even in America. He stated that the object of the school was to provide a high-class education for the workmen of that province, and to serve as a nursery for the training of men who might eventually aid in the promotion of new industries, notably in connection with the excellent building stone, for which every facility of carriage existed, but which was now neglected. It was also hoped that skilled workers in olive wood might be trained who would do for Riva what had already been accomplished in Arco.

Our next visit was to the workshop school at Arco, which has frequently been referred to as an instance in which a new and successful industry has been created entirely by the foundation of a *Fachschule*. We found ample confirmation of this fact on visiting the manufactory of Signor C. Emert, the former master of the school, who now employs 30 work people and possesses a flourishing trade in objects made in olive wood. It had been pointed out to the authorities that, while at Bergamo and other places in Italy, this wood is manufactured into numerous useful articles, in the Southern Tyrol, where it abounds, it was considered almost worthless, and was consumed in large quantities for fuel. A small school was started some six or seven years ago with workshops for wood turning and wood inlaying; competent teachers were obtained, and a good stock of the objects produced from olive wood in other countries was collected. The manufacture was a very simple matter; certain of the lads soon became expert workers; orders for work done in the school flowed in apace, and the master found himself unable to produce fast enough. He therefore took the best of the boys trained in the school, got a few skilled men from other places, and commenced a small manufactory.

He is now employing about 18 men in the works and nearly as many more in their own homes, and sending the olive wood of Arco all over the world—largely to America and even to Italy, which he has deprived to a great extent of the trade. He told us that a firm in Boston had given him an order for 1,500 blocks of wood having on them the word "Jerusalem," doubtless in order to sell them as relics from the Holy Land. The work he was doing seemed excellent, the designs being many of them most artistic, and the trade is evidently a thriving one. The school consists of two large well-lighted shops on the upper floor, one for turners' work and the other for wood inlaid work—the rooms on the ground floor serving simply for storage. It was only removed to this building a few months ago. There seemed to be but a very small stock of finished work on hand, and there are only 18 pupils, 9 in each division. The pupils can earn wages for work done, and some begin after a few months to earn 2d. or 3d. daily. In the fourth year their earnings may amount to 10d. per diem. This school is practically one which has done its work; the olive wood industry, which it was established to promote, has become a flourishing trade, giving employment to all the skilled workers that can be found, and the business of the school, considered in the light of an agent for the introduction of a new manufacture, has vanished. It must be remembered that in founding schools in various districts the aims of the authorities are not always the same. Thus in the case of the weaving schools and the pottery schools in Bohemia the intention was, by the introduction of improved machinery and the provisions of better models and designs, to give new vigor and impetus to handicrafts which had existed in the country for many generations. This has been the consideration which has influenced the Government in the large majority of the schools of this character. Many of the schools began simply as drawing and modeling schools, in which the future workmen could obtain a superior artistic training, such as could not be gained in the ordinary workshop. Subsequently workshops for practical manual work were added to them, and in course of time the original "drawing and modeling school" has developed into a so-called "*Fachschule*."

The school at Innsbruck, which was the next town visited, is one which has passed through these phases. It is a Government *Gewerbeschule*, intended principally for the training of architectural workers of various grades, and of engineers, but workshops for joiners and carvers have been added to it. The school is conducted in a handsome modern building, specially erected for the purpose by the municipality, and has only been opened a few months. The director, Herr Deininger, explained the nature of the instruction and the character and aims of the institution. In the different sections, four in number, there are, in all, nearly 200 students. The class-rooms for free-hand drawing, geometrical and mechanical drawing and modeling are well adapted for the purpose. All the students receive theoretical instruction in addition to the work in the shops. There is a small physical cabinet and a rudimentary school museum. The director explained that a feature of the instruction was that visits were made by the entire architectural class to ancient buildings, which were carefully

measured by them, and that subsequently a complete series of drawings were prepared to scale. Some of these sets of drawings were seen. The master of the modeling school, Herr H. Fnss, had designed an excellent set of examples, 12 in number, suitable for modelers in wax, who are preparing themselves for metal work—and a similar graduated series of copies has been designed by the master of the carving shop. The work done in the carving shop was excellent, and the joiners' shop was well supplied with tools and all the necessary appliances. As this is a school in which the official programme, drawn up by the minister, is carried out most fully, we annex a copy of the time table. The course extends over three years, except in the applied-art section, in which the course is one of four years.

The last of the schools which came under our notice was that of Salzburg, formerly a drawing and modeling school, but transformed since 1876 into a Government Gewerbe school, with workshops attached. In many respects this school resembles that at Innsbruck, though the premises are vastly inferior. It is carried on in a salt warehouse, which has been fitted up with internal partitions for its reception. In the absence of the director, Herr C. Sittler, we were received by the architectural master, Herr Berger, who gave us a brief account of the institution, and conducted us through the class-rooms. The building-trades division is chiefly a winter school, as during the summer months the students are engaged in practical work. In fact, with the exception of a class for land surveying, which is held during the first month of the summer session, this department of the school was empty. In the first and second years' course a small number of pupils were engaged in mechanical drawing, and the joiners' shop contained about a dozen youths who were working at the bench. The master of the carving shop, Herr Kiebachner, who is also the instructor in modeling, showed us the work being done in his department, and a large number of photographs of articles made from his designs by the students. The peasantry in this neighborhood are, many of them, skillful carvers, and the trade flourishes traditionally as a home industry. The fabrication of pottery which was formerly carried on in Salzburg has become a lost art, and it is intended shortly to establish a class for practical potters' work in the hopes of re-establishing the manufacture. For this purpose a room has been fitted up with a wheel and lathe, and two kilns have been erected. As yet, however, owing to a contemplated change of masters, little of a practical nature has been accomplished. The department for reproductive processes of all kinds, in connection with this school, is one of much interest and importance. The aim of this division is to teach all the various known processes for the reproduction of works of art, or for preparing illustrations and copies. For this purpose ateliers have been fitted up and supplied with all the necessary appliances for (1) photography, including the retouching of positive and negative proofs, (2) photolithography, (3) photozincography, (4) heliography, (5) galvanoplastics, with the allied processes, (6) photo-engraving "*Lichtdruck*." Lectures are given on the theory of these processes, and practical work is carried on under experienced teachers in the laboratories. Students who have made themselves thoroughly efficient can have situations found for them by the school authorities. Special arrangements are made for auditors, or those taking part in a portion only of the teaching. We found among the students a gentleman practically engaged as a lithographic printer in America, who had come over to familiarize himself with the most recent German methods of working, and another student was an Anglo-Indian. The total number of students in all the divisions amounted to 294 in the winter half year and 163 in the summer session. There are 12 regular teachers and 8 occasional teachers. Twenty-three students are in receipt of bursaries from the state and the town.

The intention of the Government in the establishment of these various schools has been already explained. In order to secure their efficiency, periodical visits are paid to them by a staff of inspectors, five in number, who present reports to the minister respecting the state of the schools, the quality of the instruction, and the changes which appear advisable. Furthermore, to provide for the sale of the school work a depot or show-room has been opened in Vienna, and there is also a technological trade museum under the direction of Prof. Exner, in which examples are gathered of all the best work done in the schools, together with collections of tools and plant, raw products, and models for instruction. A technological school journal is published monthly, under the supervision of the central authority, and a library is in course of formation.

With regard to the training of teachers for special trade teaching, we found that the almost invariable custom was to select, in the first instance, a mere artisan of skill and ability, to give the needful practical instruction. From among the best of the pupils taught by him it becomes possible in many cases to procure competent young men to give similar instruction in other schools of the same character, and thus a nucleus of a few schools can soon be made a nursery for a large staff of masters or instructors. The boys taught are certain to turn their attention to that pursuit which holds out the best inducement in the shape of pay, and by offering them better pay

as teachers than they could hope to earn in the workshop a large proportion of those trained in the school could be secured as instructors.

The system of school workshops inaugurated by the Austrian Government is probably the most complete in Europe, and the results, so far, appear to be most encouraging. Of course, in a country where trade and manufactures already exist under flourishing circumstances, state-aided instruction, of the nature we have described, is far less needed than in those countries where the occupations of the population are mainly agricultural, or where industry is in a backward or declining condition. For districts resembling certain of the Austrian provinces, for instance some of our English colonies, and even for parts of Ireland, it seems to us that much may be learnt from what has been accomplished in Austria.

PHILIP MAGNUS.

WM. WOODALL.

GILBERT R. REDGRAVE,
Secretary.

MAY, 1883.

Programme of the Gewerbe school at Innsbruck.

FIRST COURSE (PREPARATORY).

Subjects of instruction.	Weekly hours of study.							
	Division for building trades.				Division for artistic trades.			
	Masons, polishers, draughtsmen for builders, and stucco-workers.	Stonemasons.	Joiners.	Carpenters, tinsmiths, and makers of ironwork for buildings.	Modellers and ornamental sculptors.	Decorators, glass painters, lithographers, and photographers.	Gilders and metal-workers.	Special division for wood working.
WINTER SEMESTER.								
German language.....	2	2	2	2	2	2	2	2
Geography.....	3	3	3	3	3	3	3	3
Arithmetic.....	3	3	3	3	3	3	3	3
Geometry.....	3	3	3	3	3	3	3	3
Natural history.....	1	1	1	1	1	1	1	1
Geometrical drawing.....	8	8	8	8	8	8	8	6
Freehand drawing.....	8	8	8	8	8	8	8	6
Modelling.....	6	6	6	6	6	6	6	6
Workshops.....								18
Total number of hours weekly.	34	34	34	34	34	34	34	48
SUMMER SEMESTER.								
German language.....	2	2	2	2	2	2	2	2
Geography.....	3	3	3	3	3	3	3	3
Arithmetic.....	3	3	3	3	3	3	3	3
Geometry (projection).....	3	3	3	3	3	3	3	3
Natural history.....	1	1	1	1	1	1	1	1
Geometrical drawing.....	8	8	8	8	8	8	8	6*
Freehand drawing.....	8	8	8	8	8	8	8	4*
Modelling.....	6	6	6	6	6	6	6	6
Workshops.....								24
Total number of hours weekly.	34	34	34	34	34	34	34	52

* For carpenters and turners, geometrical drawing six hours, freehand drawing four hours. For carvers and intarsia workers, geometrical drawing four hours, freehand drawing six hours.

Programme of the Gewerbe school at Innsbruck—Continued.

SECOND COURSE.

Subjects of instruction.	Weekly hours of study.							
	Department for building trades.				Department for artistic trades.			
	Masons, polishers, draughtsmen for builders.	Stonemasons.	Joiners.	Carpenters and makers of ironwork for buildings.	Modellers and ornamental sculptors.	Decorators, glass painters, lithographers, and photographers.	Gilders and metal-workers.	Special division for wood working.
WINTER SEMESTER.								
Natural history.....	2	2	2	2	2	2	2	2
History of style.....	2	2	2	2	2	2	2	2
Building construction.....	2	2	2	2				
Elements of anatomy ¹					2	2	2	2
History of art.....	1	1	1	1	1	1	1	1
Trade book-keeping.....	2	2	2	2	2	2	2	2
Theory of projection ²	3	3	3	3		3	3	3
Applied drawing ³	12	12			10	12	12	6
Freehand drawing.....	6	6	6	6	6	6	6	6
Modelling.....	4	4	4	4	9	4	4	4
Workshops.....								24
Total number of hours weekly.....	34	34	34	34	34	34	34	56

Subjects of instruction.	Weekly hours of study in department for artistic trades.			
	Modellers and ornamental sculptors.	Decorators, glass painters, lithographers, and photographers.	Gilders and metal-workers.	Special division for wood working.
SUMMER SEMESTER.				
Natural history (laws of color).....		1		
History of style.....	1	1	1	
History of art.....	1	1	1	
Encyclopædia of technical arts.....	1	1	1	
Technical drawing.....	6	8	12	
Freehand drawing.....	9	4	9	
Decorative painting.....		12		
Wax modelling.....	4		4	
Modelling.....	10	4	6	
Elements of anatomy.....	2	2		
Workshops.....				
Total number of hours weekly.....	34	34	34	52

¹ Optional only for wood-carvers in this division.² Optional only as respects the lectures for carpenters and turners in this division.³ For builders artistic drawing, and drawing of styles.⁴ For this division, only the chapter relating to wood working.⁵ Drawing from the cast

RULES AND REGULATIONS OF TEN TRADE UNIONS IN SCOTLAND.

[Inclosures in report by Consul Wells, of Dundee.]

1. Amalgamated Society of Tailors.
2. United Operative Masons.
3. Associated Carpenters and Joiners.
4. United Operative Plumbers of Great Britain and Ireland.
5. Cabinet and Chair Makers' Association.
6. Associated Blacksmiths.
7. Associated Iron Molders.
8. Boiler-Makers and Iron Ship Builders.
9. Associated Shipwrights.
10. Operative Bakers' Association.

1. RULES OF THE AMALGAMATED SOCIETY OF TAILORS, ESTABLISHED MARCH, 1866.

[Revised by the conference, 1870, 1881, 1873, 1875, 1877, 1879, and 1882. Registered in England, and recorded in Ireland and Scotland, pursuant to act of Parliament, 1871 and 1876, 34 and 35 Vict., cap. 31.]

PREAMBLE.

Much good has been accomplished by trades unions in times past, and still greater results remain to be achieved in the future. In years past our trade was a shame to ourselves and a by-word with others. The rules herein contained have proved the beginning of a better state of things and a new era in our trade, for, by a strict adherence to rule and discipline, we have acquired a knowledge of business qualifying us for positions of responsibility and trust.

The rules of the Amalgamated Society of Tailors, as now submitted, are constituted to mutually relieve each other in distress, disease, old age, and death. It is well known that societies whose funds are available for trade protection, aid to members seeking employment, support of their sick, infirm, and superannuated members, and for affording assistance to families bereaved by death, have long been the pride of all intelligent men; and on all hands it is admitted that those who by forethought and self-denial make such provision for themselves and families contribute to their social, moral, and intellectual advancement. To carry these principles into full effect it is necessary that certain rules and regulations should be laid down to insure certainty in our endeavors and a spirit of unity to our actions.

Rules are an implied contract between man and man—a bond entered into by mutual agreement for the benefit of all. It is imperative, therefore, that they should be formed on the strictest principles of equity and justice, affording equal protection to all and acknowledging no difference in their application. Being convinced by experience that true unity can only be achieved by combining trade protection and benevolent objects in the benefits of our association, it has been endeavored to frame the rules of the Amalgamated Society of Tailors so that individual right might be respected as well as the general weal secured.

Unhappily, in a fluctuating trade many who depend for the necessities of life on their daily toil are often deprived of employment in the most inclement season. They wander through the country from city to town, and from town to village, seeking employment, but, alas! in vain. This continues until (upon the mind of an honest man) the thought rests like an incubus, when and how shall I relieve myself of this degradation? Devoid of humanity must be the man who is not willing to relieve those distresses by uniting to support his fellow-men traveling in search of employment; and wretched must be the character who voluntarily avails himself of such benevolence as a means of existence in preference to honest and respectable employment.

The amalgamation offers the the widest possible basis of unity. We know that without the union of all our efforts would, to some extent, be crippled. If any were left out our motives might be suspected and our actions misunderstood. Let, therefore, no one mistake our position. Ours is no partial movement, calculated to benefit a few; we embrace all, act for all. Let all, then, join with us, and help to keep the reforms we have already gained, and assist to win those we propose to accomplish in the future.

Health is precarious, and accident or disease may in a moment put an end to the

efforts of the most active and expert individual. Illness of a few weeks or months might reduce him to a state of want and misery.

The tailor who has used the precaution to become a member of our institution has, to some extent, a comfortable and permanent provision against the exigencies of disease, accident, and death. He must feel that he is reaping the fruit of his own industry and forethought; that he has secured by his prudent care an honorable independence against the most common misfortunes of life; and even when incapacitated from earning an adequate livelihood, an honest pride of independence remains to elevate and ennoble his character.

It has been proved that isolation is the worst position in which a workingman can be placed, more particularly with those whose interests are closely identical. It is obvious that any single individual who would trust to his own unassisted efforts for support would be placed in a very different situation from those who are members of this society; for, however industrious and parsimonious, he might not be able to accomplish his object, inasmuch as any unforeseen difficulty might arise, either in his trade or by accident, or an obstinate attack of sickness, by throwing him out of employment, and forcing him to consume the savings he had accumulated against old age, reduce him to a state of indigence, and oblige him to become dependent on the bounty of others. "Woe to him who is alone when he falleth, for he has no one to help him up."

Justice requires that those who are called upon to obey rules should have a voice in their enactment. An extended system of representation is also the surest guarantee against the encroachments of power; therefore the right of representation as at present secured is calculated to give equal justice to all.

We contend that no society, association, or insurance is so well calculated to achieve success and give more general benefits to their members than a trade society. Whilst it not only secures to them all the benefits held forth by a friendly society, by its unity and usefulness it enhances the position of its members as workmen, who are in a position, by thorough organization, to resist encroachments on their interests, but is also an indispensable means of effecting whatever changes may be discovered as desirable between the relative positions of employer and employed.

These are some of the reasons for forming our present society, which by one code of rules will be bound together, one interest keeping us united and strong. With concentrated efforts we may patiently wait for results. Let this safeguard of our interests engage our earnest attention, and let us promote its advancement with energy, and take opportunities of making it known and valued by those whose duty and interest it is to unite with us. Doing this, we leave to future generations the means to promote their well-being, trusting that posterity may see the universal establishment of the principles enunciated, to the end that they may derive greater benefits arising out of their unity, industry, and forethought.

RULES.

GENERAL REGULATIONS.

RULE 1.—*Name and objects.*

1. That this society shall be called "The Amalgamated Society of Tailors." That the business thereof shall be carried on at 46 Grosvenor street, Chorlton-on-Medlock, Manchester, in the county of Lancaster.

2. The objects of this society are to raise funds for the mutual support of its members in case of sickness and superannuation, the burial of members and their wives, assistance to members whilst traveling in search of work, for the protection and furtherance of the general interests of the trade, and for the moral and social elevation of its members.

3. That a conference shall be held every three years, in the month of August, in such city or town as the previous conference may determine, to decide all questions of importance to the trade, to enact new laws, amend existing ones, and transact any business in the interests of the amalgamation. Deputies attending conference shall represent 100 members, either of a branch or district, the January report to be taken as the basis of representation. Any branch may send to the conference a representative for every 100 members. Branches numbering less than 100 members the E. C. shall join them into districts for the express purpose of being represented at the conference. Branches numbering less than 100 and not under 75 members, who desire to send a representative, and are willing to pay the difference themselves, independent of the general fund, can do so by communicating their wish to the executive, before January 1 preceding the conference, in order that they may be omitted in the grouping of the branches. Any branch in a district sending a representative from themselves shall not be represented also by the district deputy, one representative being considered just. That the payment of deputies be the same as allowed to the executive.

4. Any branch wishing to propose new rules, or amend existing ones, must send of notice the same to the general secretary by April 10 preceding the conference, so that it may appear in the report next issued, and be properly circulated throughout the amalgamation previous to being discussed at the conference; and nothing can be entertained by such conference unless this rule is complied with, except in cases of trade dispute or strike, which shall be entertained at any time. No new rule shall be made nor any of the rules altered, amended, or rescinded unless as herein directed, or by a majority of the members in general meetings specially called for the purpose.

RULE II.—*Government of the society.*

1. That this amalgamation shall be governed by an executive council, consisting of eleven members, including president, vice-president, and secretary, to be elected by conference. Seven to form a quorum. Any member of the executive council being over thirteen weeks in arrears of subscription in his branch shall cease to be a member of the council; and that the next in rotation be called upon to fill his place.

2. The council shall meet quarterly for the transaction of business, but in cases of emergency the president and secretary shall have power to call a subcommittee, and also consult the subcommittee as to calling a quorum, or full council meeting, as the necessity of the case may demand.

3. That in case of a vacancy or vacancies occurring in the council, they shall be filled up in the following manner, viz: In the event of the president's office becoming vacant it shall be filled up by the vice-president, and the executive council shall have power to elect a vice-president from their members. Any vacancy occurring in the council shall be filled up by the delegate or delegates receiving the next largest number of votes. That the president, vice-president, secretary, and four members of the council who have served the longest term shall retire triennially, but the same shall be eligible for re-election.

4. That the president, vice-president, secretary, and non-retiring members of the council attend the conference, and shall be allowed to speak and vote on all questions brought before the conference, except salaries, auditor's report, and proceedings of council.

RULE III.—*President and vice-president's duties.*

That the duty of the president shall be to convene all meetings, sign the minutes, preside at all meetings, see that the business of the society is properly conducted, consult with the secretary on business of importance, attend at the office when required, and lend his best assistance and council in conducting the affairs of the society. The duty of the vice-president shall be to act as president in his absence.

RULE IV.—*Secretary's duties.*

1. That the duty of the secretary shall be to keep all books belonging to his office in a clear and legible manner, attend all meetings, read and enter all minutes, transact all written correspondence on behalf of the amalgamation, and sign all checks. He shall conduct all correspondence through the local secretaries, and transact any business in the interest of the amalgamation. He shall give security for all property intrusted to his care, and his salary shall be fixed by the conference.

2. That a form be issued quarterly, and at such other time as may be deemed necessary by the executive council, for local secretaries to fill up, requiring any information useful to them and the amalgamation in general. Annual and quarterly forms to be sent to branch secretaries at least ten clear days before the end of each quarter. Branch secretaries to return the form, properly filled up, on or before the 10th of the ensuing month. Traveling returns to be made up complete from August 1 to 31 of March, and returned to the general secretary with the April form, to be published with the July report. The general secretary to issue the annual report not later than the 1st April, and the quarterly reports before February 1, May 1, August 1, and November 1. Any branch secretary not sending in his report by the appointed time, to be fined 5s.; the officers of branches not sending reports to be fined 10s., in addition to fine of secretary, such fines to go to the permanent fund. Fines of secretaries to be deducted from next quarter's salary. Arrears of members under thirteen weeks' contribution shall be ascertained, and counted as funds of the amalgamation in equalization.

3. That the general secretary shall forward to each branch a quarterly report, setting forth the business that has been gone through by the council, and an account of the receipts and disbursements for the quarter. When a strike or lockout takes place of the fifty members or more, a monthly circular shall be issued stating particulars and disbursements for the same.

RULE V.—*Business to be conducted through a bank.*

1. That a treasurer of this society shall be appointed by the executive council, and all moneys not immediately required by him for the use of the executive shall be lodged in St. Ann's Street Branch, Manchester and Salford Bank, under the names of trustees specially appointed by the executive, and pass-book obtained, in which shall be kept an account of all moneys paid into and received from the bank, and produced at the audit of accounts.

2. That the treasurer shall, in the months of January, April, July, and October, and also when required by the executive council, render to the said council a true and legible account of moneys received and paid by him on account of the society, and shall also, when required by the council, pay over all moneys remaining in his hands, and resign and deliver all securities and effects, books, papers, and property of, or belonging to, the society, in his custody, to such person or persons as the executive shall appoint. He shall be responsible for such sums of money as may, from time to time, be paid into his hands by the secretary, or any person, on account of the society. He shall balance his cash account quarterly, and shall supply the secretary with a duplicate thereof, and shall, if required, attend at the meeting of the council to render such accounts. He shall, before taking upon himself the office of treasurer, give security according to law, such security to be produced when required, and to be renewed at each election. He shall not be a member of the executive council.

3. The executive council shall cause the accounts of the society to be regularly entered in proper books, and shall cause a statement of the accounts, with all necessary vouchers, up to the end of the month of December in each year, to be made out and laid before two auditors, to be chosen by the conference, and shall lay before the deputies attending the conference a balance-sheet, signed by the auditors, showing the assets and liabilities, receipts and disbursements of the society, in the form required by the registrar, and the same shall be printed in each annual report for the use of members. The senior auditor to attend conference to give in their report.

RULE VI.—*Trustees.*

That each executive council shall, during their term of office, be appointed the general trustees of the society, and all moneys subscribed by members shall be held by them in trust for the members generally, and shall be applied to the carrying out the foregoing objects according to these rules. In cases of defalcation or embezzlement they shall consider the circumstances of each case, and be empowered to prosecute the offender according to law. Any officer or member misapplying the funds shall repay the same, and suffer such other punishment as the law may direct. That the books and accounts of this society, and list of names of members, shall be open to the inspection of every person having an interest in the funds of this association at all reasonable times.

RULE VII.—*Divisions into branches.*

1. This society shall be divided into branches, each branch to appoint its own officers and conduct its own business, in accordance with rules.

2. That a branch shall consist of not less than six members.

RULE VIII.—*Scale of entrance.*

1. Apprentices in the last year of their apprenticeship may enter this society for the payment of 1s. and the regular subscriptions.

2. Any tailor under twenty-five years of age, 2s. 6d. entrance fee, and an additional 6d. per year from twenty-five years of age and under forty; under forty-one years of age, 11s.; and an additional 1s. per year from forty-one years and under fifty.

3. Persons wishful to enter, who do not desire to belong to sick, can do so by paying as follows: Under thirty years, 2s. 6d.; thirty and up to forty years, 5s.; forty and up to forty-five years, 7s. 6d.; forty-five and up to fifty years, 10s.

Any person joining the trade and afterwards wishing to join the sick can do so if under fifty years of age, and shall have allowed off his entrance fee his first entrance to the trade.

Tailors over fifty years of age may be admitted members of this society by paying 5s. entrance fee, and 4d. per week contributions. His next of kin, or nominee lawfully appointed, shall be entitled to £6 on the death of such member, and £2 at the death of his wife should she die first—a marriage certificate to be produced if required, but if a member has received £2 for his wife's funeral, his friends shall not be entitled to more than £4 at the death of such member; and he shall be entitled to trade and travelling benefits, providing he has been six months in the society, and not disentitled according to rule; but shall not be entitled to sick and superannuation benefits.

Branches shall have the power to object to receive members whom they may deem in a poor state of health or ineligible. Persons wishing to enter this society can do so by paying off 1s. per week of their entrance fee; the first installment to be paid on the night of admission. Contributions to date from time of admission.

4. Members shall become free and entitled to benefit six months after the date of admission, providing they are not disentitled according to the scale of arrears.

5. New branches entering this society shall pay the following scale: Men under twenty-five years, an entrance fee of 2s. 6d.; twenty-five years and up to thirty, an entrance fee of 5s.; over thirty and up to fifty, an entrance fee of 7s. 6d.; over fifty years of age, as per section 3.

6. Any person who has defrauded this society, or any of its members, or acted contrary to its interest, or has been excluded for any irregularity, shall make such restitution to the parties as the branch or E. C. may order.

7. Any person rejoining shall occupy a position in all respects as if he had never been a member. But if he has received funeral donation for his wife then he shall not be entitled to it for any other wife, and shall be subject to Rule XII, section 4, on traveling.

8. That the executive shall have special power to treat with local societies desirous of becoming branches of the amalgamation.

9. Any person entering this society by fraud or false representation shall forfeit all claims to benefit, and shall be expelled the society.

RULE IX.—Contributions.

1. Members belonging to this society shall be entitled to all benefits by paying 7d. per week contributions. Members who belong to all except sick shall pay 4½d. per week contributions. All members, whether traveling, on strike, or lockout, or in receipt of sick or superannuation allowance, must pay their contributions under all circumstances.

2. Any member whose arrears of entrance fees, contributions, and fines are not equal to thirteen weeks' contribution shall be considered free and entitled to benefit. Members in arrears shall be suspended from such benefits and for such periods as are stated below, after they have reduced their arrears below thirteen weeks. In arrears thirteen weeks, they shall be suspended from sick benefit for four weeks; in arrears seventeen weeks, they shall be suspended from sick, funeral, traveling, and superannuation benefits for eight weeks; and further, they shall not at any time be entitled to claim on account of any hurt, or illness, or deaths for such periods of suspension; in arrears twenty-one weeks, they shall be excluded; and should they wish to re-enter, and there be no other fault against them, they shall enter on the conditions laid down in Rule VIII.

3. Every member shall be supplied with a contribution card, for which he shall pay 1 penny, on which shall be entered his contributions and arrears.

4. All fines or goods obtained from the E. C. shall be entered on the card, and brought forward every quarter, and if not paid at that time shall be counted as arrears of contribution.

5. Any member making a claim for benefits specified shall pay, or shall be deducted from his allowance, all arrears he may owe; but a committee or branch may have a discretionary power whether they be deducted at once or by installments.

6. That there be two clearances in the year, in the months of May and November; any member not clearing at least once in each of the said months shall be fined 6d.

7. The entrance fees and contributions paid by members shall be held for, and devoted to, the payment of benefits set forth in the rules, and such other objects as the rules contemplate, or a clear majority of the members of the amalgamation voting may sanction. No branch or branch officer shall lend or in any other way dispose of the society's funds, except such as the rules direct. Any infringement on this rule shall be dealt with by the E. C.

8. All moneys subscribed by the members of this society shall be the property of the members generally. Any branch leaving the society shall forfeit all moneys and property in their possession as a branch.

TRADE BENEFITS.

RULE X.—Power of executive council to assist branches.

1. The executive council shall have power to advance money from the permanent fund to assist branches who are not in a position to meet their ordinary expenditure.

2. That in case of any branch not being able to meet their expenditure, they shall apply to the executive council for assistance, who shall have full power, if they cannot assist the branch themselves, to cause one branch to remit to another, from time to time, such sums as may be deemed necessary to meet the expenditure of such branch.

RULE XI.—*Protection.*

1. Any member or members leaving his or their employment under circumstances satisfactory to the E. C. shall be entitled to the sum of 15s. per week, provided they have been one month a member, except superannuated members, who shall only receive 15s. per week, superannuation pay included; if under one month, shall be entitled to 10s. per week, during the time such strike or lockout may continue. A member in receipt of strike pay shall attend the club-house three times a day, to answer or sign his name, and shall be paid for the number of times he attends; but no member to receive support for any week wherein he has had four days' work. Members shall pay full contributions when in receipt of any benefit. That when a strike or lockout has been pending for a length of time, and E. C. consider it useless to prolong the struggle, they shall confer with the members of the branch, and, if possible, bring the dispute to a close; but should the branch be unwilling to act upon their advice, the E. C. shall send their case to the country for the society to say whether they shall prolong the strike any further.

2. That in all cases where a member is prevented from following his employment by the medical or sanitary authorities, in consequence of some member or members of his family suffering from contagious disease, the committee of the branch shall furnish the executive council with full facts of the case and medical certificate, and they, the executive council, shall have power to sanction lockout pay to the member, or such other payment as may meet the case, until the medical officer certifies that his family is free from infection.

3. It is to be distinctly understood that all branches laboring under any grievance will use all legitimate means in their power to bring the matter to an amicable adjustment before requesting the aid of the executive council. In the event of such means failing, it will be the duty of the secretary, in any of the said towns where the grievance exists, to forward, in clear and lucid terms, the matter in dispute to the executive council, who shall take immediate steps to consider the case, and recommend a course of action, subject to the approval of a majority of the members of the amalgamation, pending whose decision the aggrieved parties may continue to work. Branches not to vote on their own questions. Any member, members, or branch refusing to submit their dispute to arbitration for settlement shall not be entitled to any support from this society.

4. The decision of branches on all cases of appeal to be lodged with the general secretary within twelve days, this period to be final; the returns to be printed and supplied to the branches within nine days from the time allowed for voting. Branch secretaries not complying with this rule shall be fined 2s. 6d. Should such decision stamp the case as a valid grievance, it will be the duty of the executive council to withdraw the men and declare the town or towns on strike, intimate the same to all branches in the amalgamation, and recommend that no men apply for work in any of the towns during the dispute. In case of lockout, the executive council or subcommittee thereof shall immediately take steps to ascertain if the same be a bona fide lockout; and, they being satisfied on this point, shall pay the members so locked out the strike allowance. No branch shall use their branch funds for strike or lockout purposes without first getting information that the executive council consider it a bona fide case for support. On all questions submitted by the executive to the branches for decision, secretaries must take the number of members attending the meeting, and the number of votes for and against such question, and return them to the general secretary.

5. Any officer being discharged from his employment for holding office, or any member being delegated on the business of the amalgamation, and losing his employment in consequence, shall attend the club-house three times each day, and shall be allowed the statement of his town until he find employment satisfactory to the members of the branch, and shall be paid the expenses of removing himself and family to where he may obtain employment.

RULE XII.—*Traveling.*

1. Any free member of this society being out of work, and desirous of going on travel in quest of employment, shall be entitled to a card on paying all dues and demands to the branch to which he belongs, and on giving the secretary six hours' notice that he requires the same. Members throwing themselves out of work to go on travel shall not be entitled to travelling relief.

2. Any member refusing employment in a shop where such employment is acceptable to the branch, shall be suspended from traveling benefit for seven days.

3. A member whilst on travel shall be entitled to 1s. 4d. in any branch belonging to the amalgamation. Any member who has been in the society three months and under six shall be allowed 4d. only. Members shall not be entitled to relief the second time within six weeks in the same town. Travelers working in any branch of the amalgamation five days in one week are not entitled to the relief on Saturday night.

4. Any member obtaining employment shall, within five days, send his card to the nearest branch, or be fined 6d. for each day exceeding that period. He shall pay his contributions as well as fines, and be deemed working. No cards to be relieved during the months of April, May, June, and July, except by special order of council. No member to be relieved on travel more than fifty days in the year, that is to say, between August 1 and March 31.

5. Any member having fifty days' relief in one year, that is, between the 1st August and the 31st March, and then ceasing to be a member and rejoining, such member shall not be entitled to traveling relief for the year in which he rejoins; and any member having received a part of fifty days' relief in one year, and then ceasing to be a member and rejoining, such member's traveling relief shall be reckoned as a continuation of the traveling relief he received the year before he ceased to be a member; that is, he shall only be entitled to fifty days' relief in the two years.

6. Members on travel going to a town that may be on strike or lockout, shall be fined 2s. 6d. first offense; 5s. second offense, and his name reported; third offense he shall be dealt with as a committee, branch, or executive council may direct.

7. The amount of relief each member has received to be entered on his card, and the amount brought forward each time relieved. Any member altering figures, dates, or defacing his card for imposition, shall be fined 5s. Any member obtaining a card by false pretenses, the same shall be stopped, and he shall suffer such other penalty as the committee or branch thinks meets the justice of the case.

8. No member shall write to, or call upon, a branch secretary at the shop where he is employed, under a penalty of 2s. 6d.

9. Any member of the amalgamation removing from one town to another, shall report himself to and be admitted by the nearest branch in the amalgamation in the locality to which he removes, by producing a card or certificate of membership from the branch of which he was last a member, within seven days of going to work, which card or certificate shall specify date of entrance, age when entered, whether married or single, the amount of sick pay, and the amount of traveling benefit received during the last twelve months, or if received wife's funeral donation. If not in benefit the reason shall be stated. Any secretary being written to for a card or certificate, and not sending it with the above particulars within seven days shall be fined 2s. 6d.

10. Any member not entitled to relief when on travel can be furnished with a certificate to prove his membership, which must give the particulars as per eighth section.

11. Any secretary or branch officer giving a card, or clearing a card legally, shall be fined 5s., and be compelled to pay the amount of relief that may have been paid on the card.

12. Any member knowing of imposition under this rule, and not reporting it, shall pay the fine attached to such imposition, as well as the person imposing.

13. No local cards of any town in Great Britain or Ireland shall be accepted as entrance into this society, or entitled to be exchanged for an amalgamation card.

14. That cards be issued by the general secretary to the branches, having on them the executive stamp.

15. That the cards and certificates have on them progressive numbers, and that branches be held accountable for each card and certificate, and state each quarter the cards issued by them, with progressive number, and name to whom the cards and certificates were issued.

16. That the numbers of all cards remaining in the hands of branches be returned on the 1st of April each year, in order that a proper account of all cards in the hands of members may be taken.

17. That the words "wife" and "superannuated" shall not be placed on traveling cards, and women traveling should not, under any circumstances, be countenanced.

18. That branches be allowed a discretionary power in giving a day's rest in cases of absolute necessity.

19. That any member drawing his card, or causing it to be made out, and not leaving town, shall pay the sum of 6d. If a member is out of employment when ordering his card to be made out, and afterwards gets work, no fine to be inflicted.

20. That no cards be exchanged after their issue during the time the relief is on.

21. That members on travel shall pay their contributions weekly, such payments to be dated for Saturdays only, and to be paid in the first branch his card may be presented on or after the date on which contributions are due.

22. That members traveling with cards and getting employment shall have the option of refunding the whole or part of the money drawn as traveling relief on the said cards, and to receive credit for the amount refunded on the member desiring to redraw his card.

23. Any member of this society being reported for leaving work unfinished for which he has been paid shall not be entitled to a card until he refund the amount claimed, to be remitted to branch reported from. Should the said member be transferred to any other branch the defalcation to be indorsed on his certificate.

RULE XIII.—*Sick benefits.*

1. Any free member not disentitled to benefit in accordance with the rules, when visited by sickness or lameness (not occasioned by drunkenness, disorderly conduct, or any disease improperly contracted), shall give notice in writing to the secretary of his branch of his residence, and also send a certificate from some legally qualified gentleman, stating nature of complaint, and to be renewed at the discretion of his branch committee. The secretary shall inform the sick visitors within twelve hours of the receipt of the note, who shall visit the sick member, if he lives within 3 miles of the meeting-house, within twenty-four hours; and, if correct, the sick member shall be entitled to the following scale of benefits during sickness: For the first thirteen weeks, should his sickness continue, 10s. per week; for the second thirteen weeks, should his sickness continue, 8s. per week; for the third thirteen weeks, should his sickness continue, 6s. per week; for the fourth thirteen weeks, should his sickness continue, 4s. per week. Should his sickness continue longer, he shall receive 3s. 6d. per week until his recovery. Members falling sick shall be paid from the date the doctor's note was received, unless the said note has been dated as allowed in section 3 of this rule. Any member to be entitled to sick donation for the day on which he declares himself sick, or unable to follow his employment. His note must be signed by the medical man before 12 o'clock at noon. When any member declares off the sick, he will not be entitled to pay for that day, unless his note is signed by the medical man after 12 o'clock at noon.

2. Any member resuming his employment before declaring off the sick shall be fined 2s. 6d. Any member working whilst in receipt of sick pay shall, for the first offense, be fined 10s., and refund one week's sick pay; for the second offense, he shall be fined £1, shall repay the money he may have received, and shall be out of benefit three months; and for the third offense the executive committee shall have power to expel such member.

3. No member to receive less than three days' sick pay, but the medical attendant can date his sick note three days back, providing he be satisfied that the member has been ill for that period, and that he intimate the same in his note.

4. Any member in receipt of sick benefit for a space of time less than that mentioned in the statement in section 1 of this rule, if he sufficiently recover to be enabled to follow his employment, and again fall sick before the expiration of twelve months from the time he declares off the funds, such sickness shall be considered a continuation of his former sickness.

5. Any member having received sick pay to the amount of £18 4s. within the space of two years, and his sickness not having terminated, he shall receive 3s. 6d. per week during the remainder of such sickness, and shall not be entitled to full sick pay again within the space of two years after he has declared off the funds of the society. Any member having received twelve months' sick pay shall produce a medical certificate to show that he has recovered from his sickness before declaring off sick pay.

6. Any member being in receipt of sick allowance from this society shall not be allowed to be away from his residence after 9 o'clock in the evening from the 1st of April to the 30th September, nor after 6 o'clock in the evening from the 1st of October to the 31st March, unless the branch decide that the member's case requires an extension of time. Any member in receipt of sick benefit being absent from home during the hours allowed, shall leave word where he may be found. Any member acting contrary to the above shall, for the first offense, lose that day's pay; for the second offense shall be fined 5s.; and for the third offense shall be dealt with as a committee or branch may determine, by expulsion or suspension, or fine not exceeding 10s. If any member, whilst in receipt of sick pay, be known to be intoxicated, and it be proved to a committee or branch meeting, he shall forfeit one week's sick benefit; for the second offence 15s.; the third offense shall be dealt with as a committee or branch meeting may decide, by expulsion or suspension, or fine not exceeding £2. Any member knowing of a violation of this rule, and not reporting it, shall be fined 2s. 6d.

7. Should a medical attendant consider a member, who is in receipt of sick benefit, requires a change of air, the member shall obtain a certificate to that effect, and give notice to the secretary or sick visitors of his branch, who shall consult, and, if satisfactory, they shall grant him leave; and, if he require it, they shall grant him two weeks' sick pay in advance. Should he remain absent more than two weeks he shall forward a certificate from the officers of the branch nearest to where he may be located; if none within 3 miles, from a medical gentleman every four weeks. If there be a branch within 3 miles, the sick visitor shall visit the member as if he belonged to their branch, and report the same to the branch. The said branch shall pay the member, and forward an account of such payments to the branch to which he belongs every two weeks.

8. Any free member on travel falling sick, by forwarding a doctor's certificate and declaring on note to the nearest branch, shall be entitled to sick benefit. The sick visitor shall visit the member within twenty-four hours from the receipt of his no-

tice; but if they know the case to be urgent, they must visit him immediately, and, if required, shall give notice or remove him to his relatives or friends at the society's expense. He shall, if removed, be relieved by that branch of the society nearest to his residence. The sick visitor shall be paid according to the rate of the town for loss of time, and other reasonable expenses.

9. Any member making a false declaration of sickness shall refund all moneys received and be suspended from all the benefits of this society for three months; and, if detected a second time shall be expelled from the society or suffer such other punishment as the E. C. may think the justice of the case demands.

RULE XIV.—*Superannuation.*

1. Any member attaining the age of sixty years, who has been twenty years successively in this society, and is unable to follow his trade on an equality with other workmen, shall be allowed 5s. per week until his death; and any member of the same age, who has been successively twelve years in this society, shall receive 2s. 6d. per week until his death.

2. Before a member is qualified for superannuation allowance he shall pay the full amount of contributions, levies, fines, and all dues and demands of the society for the time mentioned in section 1. Members claiming superannuation allowance shall not be entitled to any further benefit except funeral allowance. Those who claim the superannuation shall, in order to substantiate their claim, produce a certificate of their birth, which shall be forwarded to the executive council. No claim shall be allowed without the sanction of the executive council. The time of payment to commence from the time that the proof is satisfactory; but when a register of birth cannot be obtained, satisfactory proof shall be given to the executive council with respect to their being entitled to benefit. Any member coming under this rule shall be allowed to work at any business or calling by which he can obtain employment.

3. The names of superannuated members shall be printed in the quarterly reports; and such members must remain in one town; and under no circumstances whatever shall a superannuated member be allowed to travel from town to town, but he may remove to another town after receiving permission from the officers of the branch to do so.

4. That a register be kept at the general office of all superannuated members, their age, date of declaration on the fund, and the name of the branch in which their claim was made.

RULE XV.—*Funeral benefit.*

1. On the death of any member who has been six months in this society, and not disentitled according to rule, there shall be paid the sum of £6 to next of kin, or nominee lawfully appointed to receive the same; on the death of a member who has been twelve months in this society, the sum of £10. At the death of a wife of a member who has been six months in this society £4 shall be paid as funeral allowance; a marriage certificate must be produced if required. Any member who may have received £4 for the funeral of his wife, his friends shall not be entitled to more than £6 in case of death of said member. No member to have more than £10 for the death of himself and wife. No member shall be entitled to this allowance for more than one wife, and should a member exclude himself who has received funeral allowance for his wife, and again re-enter, he shall not be entitled for any other. On the death of any member whose age at time of entrance was over fifty years, and who has been six months in this society and under seventeen weeks in arrears, there shall be paid the sum of £6, and £2 at the death of his wife should she die first—a marriage certificate to be produced if required; but if a member has received £2 for his wife's funeral, his friends shall not be entitled to more than £4 at the death of such member.

2. Any single member getting married shall give notice of the same within one month. Any member being in arrears at the time of his death, such arrears must be stopped out of the funeral allowance.

3. At the death of a member or his wife a registrar's certificate must be produced before the money shall be paid. On the production of the certificate, the secretary or officers of the branch shall pay, or cause to be paid, the funeral money according to this rule, within twenty-four hours, and shall receive a receipt for the same from those appointed to receive it, or be fined 2s. each for any neglect. In the event of a member dying, having no relative or representative, the officers of the branch shall superintend his interment; the expenses to be paid from the funeral allowance.

REGULATION OF BRANCHES.

RULE XVI.—*Government.*

1. Branches numbering not more than forty members to appoint a president, secretary, steward (who shall also act as sick visitor), treasurer, committee, auditors, and

three trustees; above forty may add vice-president and another steward. The president, secretary, stewards, and treasurer shall not be auditors.

2. Officers of the society shall be elected at the general meetings in January, April, July, and October. Members six months in the society, and not more than thirteen weeks in arrears, shall be eligible for all offices of the branch. No officer shall nominate his successor.

3. Branches or districts shall be empowered to frame their own by-laws for the government of their local affairs, such by-laws to be in accordance with the general laws, and shall be binding on all their members; but in cases of importance arising out of such laws, the decision of the E. C. to be final.

4. Should six or more tailors wish to open a branch, they shall apply to the executive council, who shall inquire into the circumstances, and, if satisfied, shall admit them as members, and adopt such measures as may seem expedient to form them into a branch. Such branch shall choose officers for the first twelve months from amongst themselves, or if there is a branch within 3 miles, may choose president and secretary from such branch; but after the first twelve months officers may be chosen as the second section of this rule directs. No branch to be formed within 3 miles of any existing branch without the consent of the branch already in existence. [This is not meant to interfere with any branch already formed.]

RULE XVII.—*Appointment of officers.*

1. That it shall be optional with branches which way they appoint stewards or sick visitors.

2. All other officers to be elected in the following manner, viz: If more than two be nominated, they shall be put to the meeting separately; the two having the largest number of votes shall again be put to the meeting, and the one having the largest number of votes shall be duly elected.

3. Any officer not attending at the time and place of meeting (or an adjourned or special meeting) shall be fined 6d., unless a satisfactory apology be given; all books and keys required at the meeting must accompany the apology, or the fine will be inflicted.

RULE XVIII.—*Duty of branch president and vice-president.*

The duty of the president shall be to preside at all meetings of the branch, and see that the business is conducted with propriety and order, sign all minutes and checks upon the treasurer; he shall attend the club-house on the night for paying sick, and see that the rules are properly carried out. The duty of the vice-president shall be to act as president in his absence; they shall serve in this office six months, and, if the secretary be otherwise engaged, shall enter minutes.

RULE XIX.—*Branch secretary's duties.*

1. The branch secretary shall be elected annually; he shall conduct all correspondence, and take the minutes of all meetings (if practicable); he shall enter the cash accounts and read the same to the meetings, enter all contributions and payments, and insert the same, with place and date, on each member's card; he shall see to the payment of members who are entitled to sick, superannuation, or funeral benefit; he shall keep all documents, books, accounts, and papers belonging to his branch in such form, manner, and place as the branch may appoint. Where it is found that secretaries do not comply with the general laws, or are incapable of fulfilling their duties, the executive shall have power to recommend their removal.

2. He shall announce the names of excluded members two successive meeting nights preceding each quarter night, fill all clearances and the papers for the E. C. He shall make a return to the general secretary within the first ten days of every quarter, reporting correctly the state of trade in his district, the number of members in the branch, and any information that may be useful to the executive council.

3. Every quarter he shall make a return to the general secretary of the members of his branch the names of excluded members, if any, and the cause of their exclusion; the different items of income and expenditure as set forth in forms issued for that purpose, with the arrears of contribution, the number and names of members admitted during the preceding quarter; also the age of such members, and whether married or single. Such reports must be sent punctually at the time mentioned in the form. The quarterly accounts shall close on the last meeting nights in March, June, September, and December. He shall also forward the yearly accounts, duly signed by the auditors, for the whole year. For a fraudulent account the executive council shall consider the case, and be empowered to prosecute the offender according to law, or inflict a fine of £1, as the circumstances of the case may warrant.

4. Any branch secretary resigning shall deliver to the committee all property belonging to the branch at the time of such resignation. If the conduct of any branch

secretary be found unsatisfactory by a meeting of his branch, he shall be subject to removal, and on receiving notice from the said meeting shall deliver all books, papers, and other property belonging to the society to the president and trustees of his branch. Branch secretaries shall be paid quarterly, according to the following rates: A premium of 12s. per annum to each secretary as a starting point, and the following scale in addition: Each member up to fifty, 2s. per annum; each member over fifty, 1s. 3d. per annum; each member over one hundred and fifty, 1s. per annum.

RULE XX.—*Branch treasurers.*

The treasurer of each branch shall be elected annually on the meeting for the election of officers, and shall be subject to dismissal if he does not give satisfaction to the branch. His duties shall be to pay all checks signed by the president and secretary of the branch, which shall have the stamp of the branch thereon. In no case shall he pay money unless under the foregoing conditions. He shall hold any sum the branch may think necessary from meeting night to meeting night to carry on the business of the branch, and give approved security to the branch.

RULE XXI.—*Stewards or sick visitors.*

1. The office of steward and sick visitor shall be combined in one, who shall continue in office three months. He or they shall act as check against the secretary, and shall attend on nights for taking contributions, and enter the same in check-book. If there are two stewards one shall act as money steward and the other as check steward. They shall pay all money received on the night of receiving it to the treasurer, and see that he signs for the same; they shall also attach their names as witnesses. They shall visit the sick at least twice in each week (except when the member is afflicted with an infectious disease), and sign the sick members' book with date of visit. They shall attend meetings and give in their report.

2. They shall be paid quarterly, as follows: Branches numbering twenty members and under, 1s. 6d. each; branches numbering over twenty and up to forty, 2s. 6d.; branches numbering over forty and up to sixty, 3s.; and for every additional sixty, or fractional part of sixty, an additional 2s. As sick visitors they shall be paid 2d. each time they visit the sick, provided there is not more than one, and a ½d. for each additional sick member, each time they visit. Where the stewards pay the sick it shall be considered a visit.

RULE XXII.—*Branch auditors.*

1. Two auditors shall be appointed from the general meeting who shall have been members of the society six months, and not more than thirteen weeks in arrears. Their duties shall be to audit the accounts of the branch quarterly, shall see all funds held by the treasurer, and examine bank-book to see if they are according to entries in report, and report to the general meeting.

2. They shall see that the members' contributions have been properly entered into the contribution-books, arrears carried forward, and the total amount received each night entered with all other income in the cash-book. They shall examine every item of expenditure, and insist upon having receipts, and see that the rules for the different benefits have been properly carried out, and in no case violated, or no one received benefit who was not justly entitled to it. They shall sign their names in the cash-book, and to the form of report for the information of the executive council. Branches are requested to be most particular in the selection of auditors.

3. That the auditors be paid according to the following scale: Branches under twenty-five members, 9d. each auditor; branches over twenty-five and up to fifty members, 1s. 1½d. each auditor; branches over fifty and up to one hundred members, 1s. 6d. each auditor; and every additional fifty members, or fractional part of fifty, 6d. each auditor extra.

4. All officers shall be present at the audit to answer questions and give any explanation required.

RULE XXIII.—*Branch committees.*

1. The committee of a branch whose number does not exceed forty members shall consist of president, secretary, steward, and two chosen from the quarterly meeting, the senior one of whom shall retire each quarter. Branches, numbering over forty, the vice-president and the stewards, if more than one, shall be added to the committee, and two other members chosen from the quarterly meeting. Branches numbering over one hundred members shall have a discretionary power as to the number of their committee. They shall attend the meetings at the time and place appointed by the branch. They shall transact all business arising between the meetings of the

branch. All minutes of the committee must be confirmed or rescinded by the branch meeting. Should any case arise on which the rules are silent, or not clearly defined, the case, with the decision of the branch, shall be sent to the executive council, who shall decide upon the matter, such decision to be put in the quarterly report for information and as a guide to other branches.

2. A majority of the committee shall form a quorum. All books and accounts shall be open to them for inspection, if required, and the minutes of the last meeting shall be read and confirmed, or rescinded. All members attending shall be allowed the sum of 6d. each committee meeting. All members of committee not attending meetings (or adjourned and special meetings) shall be fined 6d. each for non-attendance, unless a satisfactory apology be sent by him. Not more than two committee meetings in each quarter should be paid for, and branches must use their utmost economy in the amount of rent paid. Where it may be thought expedient to hold special committees, the sum shall be submitted to the decision of the executive.

3. In case a question arises as to the admission of persons who may be in a poor state of health, the same shall be laid before the branch or committee, who shall have power to refuse admitting any such person as member. Any case of appeal shall come before the E. C.

RULE XXIV.—*Branch trustees.*

1. Each branch shall appoint not less than three nor more than five trustees, who shall place all moneys not absolutely required for the current business of the branch in a post office savings bank, such funds to be deposited in the name of the society. The time lost in banking or going to the bank shall be paid at the rate of wages of the town.

2. No trustee shall at any time dispose of any of the society's money which may be invested in their name, contrary to the true meaning and intent of the society. The local trustees shall at any time, when required by the decision of a branch meeting convened for that purpose, deliver up all the moneys, checks properly signed, books, and other property of the society to the persons appointed to receive the same. Should they, however, refuse to deliver up the said moneys, checks, books, or other property, the general trustees shall, by legal means, compel them.

3. The E. C. shall, as described by rule 6, be appointed the general trustees of the society; but the branch trustees appointed by each branch shall hold or bank, as each branch shall direct, all moneys of members, and said branch trustees shall give to the general trustees whatever bond the general trustees shall consider necessary for the security of all moneys intrusted to them.

RULE XXV.—*Banking money.*

1. Each branch shall deposit its money in the post-office savings bank. All moneys in each bank to be banked in the name of the trustees. The signature of three at least shall be requisite to the withdrawal of the same, or any part thereof. The president, secretary, and stewards shall hold the keys of the box where the bank-book and other property is kept. Trustees shall not hold the bank-book or the keys of the box where the bank-book is kept. The name of the society shall be given to the bank where the money is deposited.

RULE XXVI.—*Payment of branch officers not previously mentioned.*

The salary of the president for his six months' services, if under forty members, shall be 3s.; if over forty members and under one hundred, 5s.; over one hundred and up to two hundred, 7s. 6d.; over two hundred, 10s.; any intermediate number to be paid accordingly. Larger branches shall have a discretionary power as to his salary, subject to the decision of the E. C. Where it may be expedient that the treasurer shall receive a salary for his services, the same shall be submitted to the decision of the E. C.

RULE XXVII.—*Permanent fund.*

There shall be a permanent fund raised by the executive from time to time, as circumstances warrant, from the branch funds, which shall be applicable to the general benefit of the society, and for such other purposes as a majority of members may sanction. It shall be invested in the names of trustees specially appointed for that purpose.

RULE XXVIII.—*Contingent.*

That on the recommendation of a branch, or upon direct application being made to themselves, the executive council shall have power to assist our own and other trades in cases of dispute, and for such other purpose as a majority of the members voting may

sanction, and may grant any sum not exceeding £25, if satisfied that the case is a deserving one; but for any sum exceeding £25 the consent of a majority of members voting in branches must be obtained before money is granted.

RULE XXIX.—*Equalization of funds.*

1. There shall be an equalization of funds every twelve months (ending December) of that portion of the funds not permanently invested and held by branches, such equalization to be proportionate to the number of members in each branch. The E. C. shall authorize the debtor branch to pay the creditor branch within twenty-eight days after receiving the yearly report, in such manner, form, and place as they may think best, and with the greatest security.

2. All debtor branches, before sending the equalization money, must ascertain the names of the branch president and trustees of the creditor branch, so that all orders and checks may be made payable to them. President and secretaries of branches neglecting duties contained in this section shall be fined 2s. 6d. each.

RULE XXX.—*Members defrauding.*

1. Any member receiving money to pay for another member, or for a person desirous of becoming a member, if he neglect to pay such money on the first night appointed for receiving the same he shall be fined 1s. for such neglect, and be responsible for the moneys paid to him and the fines incurred by any member for his neglect, and the member who paid the money shall be exempt.

2. Should any member refuse to pay such fines or money intrusted to him as before mentioned, he shall be deprived of all benefit until the same be paid into the society, unless a satisfactory reason be given to the members on the following meeting night.

3. If any officer, member, or any person whatever, by false representation or imposition, shall obtain possession of any moneys, securities, books, papers, or other effects of this society, or having the same in his possession, shall withhold or misapply them, or any part of the same, he may, on complaint being made by any person on behalf of the society, be summoned before two justices, and be dealt with as the law directs.

RULE XXXI.—*Members leaving the United Kingdom.*

1. Any member leaving the United Kingdom and going to some place where no branch of the society exists shall, by the payment of 2d. per week, remain in the society, and be entitled to funeral allowance as per rule 15. The branch secretary shall transmit to the general secretary a statement of the position of such member to be entered in the registration-book. Should he return within thirteen weeks, and the 2d. have been regularly paid, he shall be placed in the same position as when he left, upon resuming his regular contributions; but should he remain away over thirteen weeks he shall be out of all benefits except funeral, for three months after he resumes his regular contributions. Should the above conditions not be complied with, he shall be dealt with as rule 9 directs.

2. That if any member called up in the reserve forces should desire to continue his membership, he shall pay the sum of 2d. per week until he returns to work, and shall be entitled to funeral donation under the rules, but shall not be entitled to any other benefit under the rules until resuming work and payments for full benefit. This rule not to apply to the ordinary calling up of these bodies for annual training.

3. Every member on his return to the United Kingdom shall make application to the nearest branch, the secretary of which shall write to the general secretary to ascertain his position in the society previous to leaving the country.

RULE XXXII.—*Misconduct of members.*

1. Any member causing a quarrel, swearing, or using abusive language in any of the society's meetings, shall, for each offense, be fined 3d. Should he continue disorderly, the president shall order him to be expelled the room, if necessary by force. All members are bound to support the president in the discharge of his duties.

2. No topic shall be introduced at the meetings that is not consonant with the society's business. Whenever any motion has been passed, no one shall be allowed to speak any longer on the subject.

3. If any member censure another out of the society's room for giving his opinion at any meeting he shall be fined 3d. for each offense.

4. Any member upbraiding another for receiving benefits to which he was justly entitled shall be fined 1s. for each offense.

5. That any charge against a member of any branch of this society for any breach of the rules thereof shall be made in writing by the member preferring the same, and must be made at a branch meeting; after which the president for the time being

shall cause a notice to be served upon the member against whom the charge is made, requesting him to attend a committee meeting of the branch. He shall also receive a copy of the charge against him, the notice and charge to be sent not less than seven days previous to the committee meeting; and in case the member does not attend the meeting, the committee shall have power to hear and decide the case, but all such decisions must be confirmed by a meeting of the branch, and a copy of the decision shall be sent to the member. But should the member be dissatisfied with the decision, he shall have the right of appeal to the executive council, as per rule 33, section 1.

6. Any member who shall feel himself aggrieved at the course taken by any officer of his branch, and who shall make known his grievance to any one except a member of his branch, and thereby bring the society and its officers into discredit, shall be dealt with as a committee or branch may think proper.

7. Any member breaking a rule to which no fine is attached, or being guilty of an offense for which the rules do not provide, shall be dealt with as a committee or branch may direct.

8. Any member acting contrary to the interest of the society, such as working for a shop on strike or lockout, becoming a middleman or master sweater, and employing others to do the work, or working for a middleman or master sweater, or other ways injuring the trade, contrary to the rules of the branch, the officers shall furnish full particulars to the executive, who shall have power to fine or expel such person from the society.

9. Any president or secretary neglecting to inflict fines shall pay them themselves.

10. The executive council shall have power to call on any of their members to resign whom they deem are acting detrimental to the interest of the society.

RULE XXXIII.—*Miscellaneous.*

1. Any member or members of this society, or persons claiming on account of a member, finding himself or themselves aggrieved, or having any dispute with the society or any branch, or having any complaint against the officers or member, he or they shall apply to the branch committee for redress. If he or they do not receive satisfaction, he or they shall submit the case to the next meeting of the branch; if not satisfied with its decision, he or they shall appeal to the executive council, such appeal to be made within three months, or it shall be null and void. The decision of the executive council shall be final. Neither the member appealing or the branch shall offer other evidence than that heard previously by the branch. Members appealing shall give the branch secretary a written notice of their intention; they shall also deposit their appeal with the branch secretary, who shall forward it in due time, or he (the secretary) shall suffer such punishment as the executive council may think meets the justice of the case, and the aggrieved party shall have power to renew the appeal.

2. In the case of a branch where two-thirds of the members may differ from a decision of the E. C., they may appeal to the branches against such decision by forwarding their appeals through the E. C. Any appeals against the decision of the E. C. to be sent to the general office in writing previous to being printed, in order to ascertain if they are a true statement of the points at issue. If the branch so appealing shall refuse to be bound by the decision of the majority, the E. C. shall have power to suspend or expel such branch.

3. That in cases where the executive appeal to the branches for their decision on any question submitted to them, if the branch submitting such appeal through the executive shall, by circular or any other means, endeavor to influence the votes of any branch or branches, they shall be disqualified from receiving the benefit of any decision come to.

4. That this society shall not be dissolved or stock divided unless five-sixths of its members shall decide by their votes such to be necessary, when notice shall be sent to the office of the registrar of friendly societies, in accordance with law.

5. Every member shall purchase a copy of these rules within one month of his entrance into the society.

ALFRED WILLIAM BAILEY,
JOHN HOLLEY,
JOHN DAVY,
JAMES C. LAIRD,
JOHN HOLLINGS,
LEWIS LAKE,
ARTHUR McDADE,
HENRY HARRY,
PATRICK J. HOOBAN,
ADAM SPENCE,

Trustees.

PETER SHORROCKS,

Secretary.

Registrar's certificate.

I hereby certify that I have this day registered the Amalgamated Society of Tailors, under the trade-union act, 1871.

A. K. STEPHENSON,
Registrar of Friendly Societies in England.

28 ABINGDON STREET, S. W.,
London, December 9, 1872.

Certificate of registry of partial alteration of rules.

I hereby certify that the rules, copy whereof is appended hereto, have been registered under the above-mentioned act [in substitution for Nos. 1, 5, 8, 9, 10, 11, 12, 13, 15, and 28 of the rules already registered] of the Amalgamated Society of Tailors' Trade Union.

EDWARD W. BRABROOK,
Assistant Registrar of Friendly Societies for England, for the Central Office.

SEPTEMBER 8, 1875.

The foregoing rules of the Amalgamated Society of Tailors' Trade Union have been recorded in Ireland pursuant to the trade-union act, 1871 and 1876, this 14th day of December, 1876.

W. F. LITTLEDALE,
*Assistant Registrar of Friendly Societies, and
Registrar of Trade Unions for Ireland.*

9 UPPER ORMONDE QUAY, DUBLIN.

Certificate of registrar of partial alteration of rules.

It is hereby certified that the foregoing partial alteration has been registered under the above-mentioned acts, this 31st day of July, 1877.
Copy kept.

J. M. L.

Registry of friendly societies, Scotland.

Rules recorded 9th February, 1878.

ARCHIBALD ANDERSON,
Registrar.

Certificate of registry of partial alteration of rules.

It is hereby certified that the foregoing partial alteration has been registered under the above-mentioned acts, this 31st day of January, 1880.

[SEAL.]

J. M. L.

Copy kept.

J. M. L.

Certificate of registry of partial alteration of rules.

It is hereby certified that the foregoing partial alteration has been registered under the above-mentioned acts, this 3d day of February, 1883.

[SEAL.]

J. M. L.

This form may be used by members declaring on sick benefit:

To the Secretary of the ——— branch of the Amalgamated Society of Tailors :

[Date.]

This is to certify that I, ———, residing at ———, am ill, and have been unable to follow my employment since the ——— day of ———, therefore I declare on the sick benefit of the society.

—————

This form may be used by members declaring off sick benefit :

To the Secretary of the ——— branch of the Amalgamated Society of Tailors :

[Date.]

This is to certify that I have recovered from my late illness, and declare off the sick benefit of the society from above date. Amount received during my illness, £
s. d.

—————

This form may be used by members who desire to nominate persons who shall receive their funeral donation :

To the officers of the ——— branch of the *Amalgamated Society of Tailors* :

This is to certify that I, ———, residing at ———, being a member of the above branch of the *Amalgamated Society of Tailors*, desire that in case of my death the funeral donation due on my behalf shall be paid to ———, residing at ——— in the parish of ———.

Witnesses: _____

[Date.] _____

2. RULES OF THE UNITED OPERATIVE MASONS' ASSOCIATION OF SCOTLAND.

[Instituted October, 1831. Reinstated June, 1852.]

PREFACE.

BRETHREN: In submitting to you the annexed code of rules for the future guidance of the association and members thereof, permit us to say that trades unions, like all other bodies, corporate or incorporate, require a well-defined constitution in the form of rules; but these, no matter how definite or carefully framed, can be of little practical service unless the members vie with each other in strictly adhering to and carrying them out, and by sinking all petty and personal feeling for the common good. And we make bold to say that if these feelings animate the members the association would very soon not only regain its former position, but be put on a firmer basis than it has ever been.

In carrying out the duties devolving upon us as a committee, we felt the importance of the work intrusted to us, and have endeavored to frame a code suited to our present circumstances, which, as a consequence, necessitated reduced expenditure. And with that end in view we have felt it our duty to curtail the allowance paid to all officials; but in doing so we have not gone so far as recommended to us by one of the lodges, and believe we have still allowed a fair remuneration to all when compared with kindred societies.

In dealing with the sick branch we confess we had the greatest difficulty, because of the conflicting interests of the members throughout the association; and looking to the very few who have joined it for the past two or three years, with the heavy drain on the funds, we came to the conclusion to slightly raise the contributions, to reduce two of the rates of allowance, the time they are paid, and to admit no more to that branch but allow it to die out. In coming to this decision we knew it will not be well received with some, while others will approve of it. And looking to the causes which necessitate trades unions, with their primary objects, we have, we think, come to the conclusion most in keeping with these.

We know full well that no code of rules, however elaborately framed, could meet every case that may arise or give entire satisfaction; and knowing this we have done our best to make them to suit our present position, and hope that they will be carefully perused by every member, for the better they are understood we have every confidence they will be the more faithfully carried out, and thus be the means of improving our position as members, and furthering the interests of the association.

In the hope and belief that trade has now taken an upward tendency, we would call on every mason throughout Scotland to join the association, and so make it a united body; for by so doing we will be able to guard and cherish the trade which gives us an honorable livelihood, and also show that we are fully alive not only to our moral as well as pecuniary interests, but also to the necessity which exists for us as workmen to prepare and provide for events which may arise at any hour.

Nominated by

GEORGE FORBES.....Glasgow (Central), *President*.
DAVID RENNIE.....Glasgow (South Side).
CHARLES WALLACE.....Glasgow (Cowcaddens).
JOHN MCINROY.....Dundee.
FINLAY CREE.....Perth.
ROBERT BROWN.....Kilmarnock.

MATTHEW ALLAN, *Secretary*.

PREAMBLE.

That the rules of this association be divided into eight classes: The first to be for the "guidance of lodges—officers and members' duties;" second, to be for the "guidance of members who contribute to the trade fund only;" third, for the "guidance of members contributing to the trade and sick fund;" fourth, "provisions for accidents;" fifth, "strike rules;" sixth, "strike tramp rules;" seventh, "central committee and trustees' duties, with rules for inspection of books, and dissolution of association;" eighth, "rules for Scotch and English members."

RULES.

NAME AND OBJECTS.

That this trade union be termed the "United Operative Masons' Association of Scotland," its objects being to raise funds to watch over and protect the interests of the trade; to assist members when out of employment, if association shall so decide; mutually to assist each other in cases of sickness and accident; and for the interment of deceased members, and members' deceased wives; to which purposes, together with the necessary expenses of management, the funds shall be exclusively applied.

CLASS I.—*Guidance of lodges; officers and members' duties.*

1. That the association be composed of lodges or branches, managed by a central committee of eight members and a C. C. S., which shall form a center of action, and whose duties are defined in Class VII of these rules.

2. That each lodge or branch consist of an unlimited number of members, but no lodge to be continued with less than five members without the consent of C. C., to be managed by a president, vice-president, secretary, treasurer, hall-keeper or tiler, who shall remain in office for three months (secretary excepted, who shall retain office for six months). The president in lodges under fifty members to receive 3*d.*; above fifty, 6*d.* for each meeting; and in lodges with upwards of one hundred and fifty members, the vice-president and hall-keeper or tiler to receive 3*d.* for each meeting. No vice-president, hall-keeper or tiler, to be paid in lodges whose membership is under one hundred. The nomination of office-bearers shall take place at the second last meeting of the quarter, and the election at the last meeting of the quarter.

3. That no member be nominated unless in full benefit, except in newly-opened lodges, nor for more than one office in one night; but when more than two members are nominated for one office a vote by ballot or show of hands will be taken for each separately; the two having the highest number of votes shall again be voted for on the election night, when the one having the majority shall be duly elected.

Fines for late and non-attendance of the office-bearers of the association:

Title.	Late attend- ance.	Non attend- ance.
	<i>s. d.</i>	<i>s. d.</i>
President.....	0 3	0 6
Vice president.....	0 0	0 3
Secretary.....	1 0	2 0
Treasury.....	0 6	1 0
Hall-keeper or tiler.....	0 0	0 3

But the above fines shall not be imposed if the office-bearers give a satisfactory reason on the first meeting night after their absence.

4. That the office-bearers and members of lodges meet once a week, or fortnight, as may be agreed upon, for the purpose of receiving contributions, and transacting any other business of the association. Lodges shall be open for such business purposes at an hour suitable to the members thereof, but not later than 8 p. m., and be kept open as long as the business requires. Any lodge may call a special general meeting of the members in their district, if agreed to at an ordinary meeting by a vote of three for to two against.

5. That the books of each lodge in the association be audited previous to each quarterly meeting by a committee of three, whose duties shall be to audit the income and expenditure of the quarter, to see that the members' contributions have been properly entered in the contribution ledger and day or check book, and correctly transferred with all other income to the cash books. They shall also see that the secretary has the name of every member, and the amount of his contributions and

levies (if any) correctly transferred to the next quarter. They shall also examine every item of expenditure, and insist on having receipts for the same. They shall count the cash in treasurer's hands, and see it handed over to his successor, if leaving office. They shall take an inventory of goods in secretary's possession, who shall be accountable for them, and who must deliver all stock to his successor, if leaving office. They shall sign their names in the cash books, ledger, and day or check book, also make up and sign the quarterly account sheet; and special care must be taken that all summations at bottom of columns of ledger and day or check book must be put in ink; no pencil figures will be allowed on the books. The result to be read in open lodge each quarterly meeting, before the office-bearers are paid; and any auditor neglecting to do so to be fined 2s. 6d. Any auditor knowingly giving an incorrect statement shall hold no office for two years after the offense is discovered, but may be amenable to the last clause of Rule 20 of this class. In electing auditors lodges should be careful to appoint members who are capable of detecting all irregularities or mistakes in the books, and of preventing fraud being practiced on the association.

That the following be the scale of salaries paid to auditors: Lodges whose income is under £5 shall receive 1s.; above £5 and under £15, 2s.; above £15 and under £30, 2s. 6d.; above £30 and under £50, 2d. per pound; above £50 and under £70, 1½d. per pound; above £70 and under £90, 1½d. per pound; above £90, 1½d. per pound, and no higher rate to be charged.

6. That the quarterly meetings be held on the first regular meeting night in March, June, September, and December. A detailed account of every item of income and expenditure to be immediately sent to the central committee. Secretaries failing to do so to be fined 1s. Members' names and contributions due shall be read over every quarterly meeting night where practicable.

7. That each lodge close its quarterly accounts within one week of the time specified in the preceding rule, and arrange their financial transactions so that the sums sent to or received from the C. C. shall correspond with the amount said to be sent from and received by the C. C. in their quarterly accounts.

8. That if any office-bearer or office-bearers of the association, singly or conjointly, in any manner whatever, alter the accounts of any or all of their several departments, after such accounts have been duly signed and certified by the properly appointed auditors, he or they shall, on such alteration being discovered, be instantly suspended from their office or offices, and a committee be appointed to investigate the case. The lodge to immediately report the whole circumstances of the case to the C. C., who shall have power to prosecute or otherwise deal with the case as they shall consider most expedient, the result to be laid before the association.

9. That all lodges transmit forthwith to the central committee all moneys not immediately required for the disbursement of their local expenditure. Any lodge failing to comply to receive no benefit from the association until it has given full satisfaction for such neglect of duty.

10. That the association may render support to trades in union by loan or gift, but not for any purpose inconsistent with law. The lodges applied to for such purpose shall investigate the case, and if thought worthy of support, to report the amount of assistance required to the central committee who shall submit it to the association in the following return; the votes to be taken in fourteen days if no amendments.

11. That no lodge enter into any arrangements with any other trade which may tend to lead the association into expenses without receiving its consent, or they will be compelled to refund any money so expended before being eligible for protection; nor shall any lodge enter into any expenditure not provided for in these rules, such as issuing circulars or any other purpose, or it will be suspended from all benefit until the full amount so illegally expended has been refunded.

12. That should the majority of the members of any lodge withdraw from the association, the minority shall retain in their possession on its behalf all moneys, box, books, &c., belonging thereto.

13. That the following be the scale of salaries paid to lodge secretaries and treasurers. The sum to be divided by the lodge, but in no case to exceed the amount allowed by the scale, unless when the sum drawn shall cause the salary to be less than in the line immediately preceding, when it may be charged up to the sum which would have been paid by the preceding rate:

	s. d.
Lodges whose quarterly income is under £1 shall receive	3 0
Above £1 0 and under £2 0 shall receive	5 0
Above 2 0 and under 5 0 shall receive per pound..	3 0
Above 5 0 and under 7 10 shall receive per pound..	2 6
Above 7 10 and under 10 0 shall receive per pound..	2 3
Above 10 0 and under 12 10 shall receive per pound..	2 1
Above 12 10 and under 15 0 shall receive per pound..	1 11
Above 15 0 and under 20 0 shall receive per pound..	1 10

				<i>s. d.</i>
Above 20	£0 and under £25	0 shall receive	per pound..	1 8
Above 25	0 and under 30	0 shall receive	per pound..	1 7
Above 30	0 and under 35	0 shall receive	per pound..	1 6
Above 35	0 and under 40	0 shall receive	per pound..	1 5
Above 40	0 and under 45	0 shall receive	per pound..	1 4
Above 45	0 and under 50	0 shall receive	per pound..	1 3
Above 50	0 and under 60	0 shall receive	per pound..	1 2
Above 60	0 and under 70	0 shall receive	per pound..	1 1
Above 70	0 and under 85	0 shall receive	per pound..	1 0
Above 85	0 and under 100	0 shall receive	per pound..	0 11
Above 100	0 and under 150	0 shall receive	per pound..	0 9
Above 150	0 and under 200	0 shall receive	per pound..	0 7
Above 200	0 shall receive		per pound..	0 6

The above must be purely lodge income; no cash from C. C., rent from halls, or money refunded, to be reckoned.

Officers and members' duties.

14. That the president or vice-president preside at all meetings, and see that the business is conducted with propriety and order. In the event of both president and vice-president being absent from any meeting, the members present shall elect a chairman for such meeting, who shall discharge the duties of the office. The presiding officer shall sign all minutes of the meeting, and see the rules strictly enforced.

15. The duties of the secretary shall be to attend all lodge and finance committee meetings, take the minutes, keep a record of the dates of all entries to the trade fund, wives' registrations, &c. He shall enter all contributions paid, and carry forward in the manner prescribed in the association's contribution ledgers the arrears of all members. He shall enter all items of income and expenditure, and keep a correct account of the finances of the lodge, and make a record of and report all fines. He shall, in remitting bank drafts or money orders, or in requesting money for use of lodge, send a letter of advice to the president of C. C., stating the amount sent or required, as the case may be, or be fined 6d.

That in each lodge or branch containing ten members or upwards he shall transmit fortnightly—and those under that number monthly—to the central committee (or be fined 6d. for each omission), a correct balance-sheet of the income and expenditure of his lodge, the number and name of each new member, with the date of entrance (after the full entrance fee has been paid), and of each member who has drawn a clearance card, with the date of the same, the amount paid, and the highest amount of contributions due since last clearance on the books.

He shall enter in the minute-book the number of votes on each question under consideration, but no votes to be taken by proxy; the name of each sick member and amount paid to each; the name of each deceased member or member's deceased wife (if registered). And also state quarterly the number of members in full benefit, half benefit, and no benefit, as per Rule 4, Class II, and Rule 1, Class III, and send the names and addresses of president and treasurer. The account sheet to be read and approved of in open lodge, and signed by the president and treasurer before sending it to the central committee.

16. That each lodge be supplied with a correspondence book, for the purpose of inserting correspondence sent; and all secretaries shall preserve any letters they may receive, properly made up; and neglecting to prepay their letters, when writing to any lodge or central committee on matters connected with the association, to pay a fine of 3d. for each offense, and the central committee to see that the fine be inserted in the return next issued. They shall ask the state of trade at the lodge meeting, and neglecting to report the same in time for publication in first return, to be fined 1s. for each omission.

17. That no anonymous correspondence be noticed; and no member or secretary to make use of any information he may receive privately, unless he state at the time, when, where, how, and from whom received; and hold no private correspondence with the C. C. or C. C. S. on matters connected with the association, under a fine of 2s. 6d. for each offense. This also to apply to the C. C. and C. C. S.

18. That all rules, cards, books, and stationery be supplied by the central committee, and a correct account of all goods issued be kept; and it shall be the duty of lodge secretaries to acknowledge in their first correspondence whatever goods they have received.

19. The duties of the treasurer shall be to attend all lodge and finance meetings; he shall receive entrance money, contributions, cash from secretary as sent by C. C., and all other income, and shall enter the same in a book provided for that purpose; he shall report to every lodge meeting the amount of cash in hand when the members

present shall decide the amount (if any) to be sent to C. C., for which he shall obtain a bank draft or money order, and hand to the secretary for transmission; he shall keep a correct account of the finances of the lodge, and produce to the auditors the balance of cash in hand; he shall pay no money away unless in strict accordance with the laws, and shall receive an official receipt for all sums expended, which the president shall read at first meeting, and which the treasurer shall preserve for the inspection of the auditors; and he shall be responsible for the funds of the lodge, which he must, in presence of the auditors, hand over to his successor on leaving office.

20. If any secretary or treasurer resign before his term of office shall expire, a committee shall audit the books, and hand the accounts to his successor; and should his reason for resigning be not satisfactory to the majority of the lodge, he shall forfeit the salary due. If he leave office without giving a satisfactory account of the money and books under his care, he shall forfeit the salary due, and refund all money found deficient, and be fined as follows:

	s.	d.
If under 5s	2	6
If above 5s. and under 10s.	5	0
If above 10s. and under £1	10	0
If above £1 and under £1 10s	15	0
If above £1 10s. and under £2	20	0

Above £2 10s. for every pound, until the fine comes to £2; no higher fine to be taken. The amount deficient, along with the fine, to be refunded at 3s. per week, in addition to his contributions, and be entitled to no benefit until four weeks after the amount deficient, along with the fine, has been refunded, nor hold any office for two years thereafter. But it shall be optional in all such cases of defalcation, on the part of the central committee, to empower the trustees or the C. C. S. for the time being to institute legal proceedings.

21. Collectors to be allowed 6d. for every 10s. they collect; and neglecting to pay what they do collect to the treasurer on the first night appointed for drawing money, if within 3 miles of the lodge room, to pay a fine of 1s.; and not leaving their account books when they leave office, to pay a fine of 2s. 6d. Squads, in all cases where possible, to appoint them, and see that their duties are duly performed; where not practicable for the squads to appoint them, the lodge to do so, and be responsible for one payment. Collectors appointed in either case refusing to take office, without a satisfactory reason to be fined 1s. by the lodge. No secretary or treasurer to be allowed to officiate as collector, or draw discount for money received in meeting, and no discount to be paid but to regularly appointed collectors.

22. That any member who has or may be fined for opposition shall not be allowed to vote, or hold any office, nor be entitled to any benefit of the association until four weeks after such fine has been paid. Any member who has or may fraudulently draw or misapply money belonging to the association, shall neither speak, vote, nor be entitled to any benefit until four weeks after the amount misappropriated has been refunded, and shall hold no office for two years thereafter.

23. Lodges requiring delegates for part of a day to pay them according to the time lost; none to be appointed who are not in full benefit. And should the delegate appointed be on strike roll, he shall receive his strike pay as wages, with expenses and allowances the same as other delegates. All delegates to be supplied with credentials, signed by their president and secretary, and failing to report their mission to the first meeting, to be fined 2s. An explanation of all delegations to be sent to central committee.

24. That delegates officiating within 3 miles of the lodge-house be allowed the wages they are receiving, with 1s. per day expenses; above 3 and 7 under miles, the wages they are receiving and 1s. per day expenses, with coach fare; to any greater distance, the wages they receive, with 3s. per day, and coach fare. Delegates to trades congress to receive 4s. per day, with 5s. for night traveling to and from. No delegate to charge more than the fare he pays, and not to be allowed higher than third class. Parties sent on delegation who may be obliged to remain from home on Sunday, to receive 5s. for that day.

25. Any officer leaving his seat while the lodge is open, without appointing another to occupy it, shall be fined 2d. Any member swearing or using abusive language, shall be fined 3d. for each offense. Should any member, while in a state of intoxication, annoy the lodge, he shall be requested by the president to withdraw, and if he refuse, to pay a fine of 1s., and refusing a second time, to be turned out for the evening.

26. Any member wishing to speak must stand up and respectfully address the president, and confine himself strictly to the question under discussion; shall avoid all personalities or ungentlemanly expressions, and not to speak more than once on the same subject, until every member who may wish to deliver his sentiments thereon

may have spoken. No member shall be interrupted while speaking except by the president, who shall call him to order, or admonish him to a closer adherence to the subject under consideration; any member violating this rule to pay a fine of 2d.

27. No member shall speak or vote in any lodge who is due more than sixteen weeks' contributions, and only vote in the one of which he is a member (that is, where his arrears are in), except on the election of corresponding secretary and the seat of government, when all members shall have a vote. The central committee to appoint the date on which the general meetings are to be held for lodges to vote on these two questions; votes taken on any other date to be null and void—the president to have a deliberative and casting vote when necessary. Members known to disclose lodge business, calculated to injure any of the members, shall be dealt with at the discretion of the lodge; but every member is at full liberty to give and explain the code of rules to any one.

28. Any member bringing a charge against another which he does not substantiate, or upbraids another with respect to his conduct in open lodge, so as to cause a quarrel, such offense to be brought before the first ordinary meeting, and if the parties be not satisfied with the decision come to, they may protest, and have their case brought before the first quarterly meeting, each to have the same time to state his case; the decision of this meeting to be final.

29. That each member removing from one lodge district to another shall clear on the books, and receive a clearance card, for which he shall pay 1d.; but in the event of not being able to get his card on leaving, by applying to the secretary of the lodge he has come to work in, the secretary to write to the lodge where the member was last paying, and ascertain how he stood in the books. Each member to pay 1d. for the same; and any secretary neglecting to write within one week for arrears, or return an answer within a like period to any that may be sent for, to be fined 1s.

30. That it shall be illegal for members to work on any job where the employer has failed to pay the men their wages until the members previously employed there have been paid; and it shall be imperative for all members to report to the secretary of the lodge all failures in paying wages within one week thereafter, stating their time and amount legally due.

31. Any trade or trade and sick member becoming an employer may, if desirous, retain his membership by conforming to the rules and paying his contributions and levies when due, which shall entitle him to the sick, funeral, and accident benefit, provided the accident has been got while attending to his employment. This rule to apply to members who may go into any other trade, profession, or calling, coal mining excepted; and if a member leave the trade and go to work as a coal miner, he shall forfeit all claim on the association. No employer to be allowed into lodge meetings, nor to take any part in the business of the association.

32. That every person, on being admitted or readmitted a member, shall be furnished with a copy of these rules, for which he shall pay 1d.; but if not paid, it shall be deducted from the first installment of his initiation money. Members in the association at the date of a revision of the rules shall receive one copy free. Contribution cards to be charged 1d. each, and no member to get a card until his full entry money is paid.

33. Lodges may make applications, propositions, appeals, and protests, as provided in Laws 16, 17, 18, and 19, Class VII. Queries may also be submitted, but only in asking information on which any of the laws are silent.

34. Each lodge to make its own by-laws for its guidance, but not in opposition to the general rules. In general lodge business, the minority to go in with the majority, with the following exceptions, and those already mentioned: That, in cases of strikes, there shall be a majority of two for to every one against in the lodge where the strike is to take place, and a majority of the votes recorded by the other lodges to be held binding unless protested. But in all cases of voting away money out of the association there shall be three for to every one against before it be held binding on the association.

35. Members to stop work at 1 o'clock on Saturday throughout the year; but those lodges which have not obtained the nine hours use every effort to introduce that system at an early date. The C. C. shall have power to investigate such cases, and see whether or not it be practicable for them to adopt it, and give orders accordingly. Working overtime, tending to our general injury, by keeping members out of employment, shall be abolished, except in cases of accident or necessity, and in such cases time and half to be allowed; but no general strike to take place for the abolition thereof, except by the vote of two-thirds of the members present at a general meeting called to consider the subject, after having obtained a grant from the association. Members working overtime, in opposition to the lodge of which they are members, shall be dealt with at the discretion of such lodge. It is also requested that lodges harassed by piece-work or subcontracting apply at a proper time for a grant to abolish it.

Apprentices.

36. Boys or other individuals entering the trade shall be legally bound for a period of not more than five years and not less than four years, as lodges may think proper, for the learning of the different branches. No lodge shall have power to limit the number of apprentices kept by any employer or firm of employers, but may restrict employers not bona fide master masons from having any apprentices until they are three years established as master builders. Apprentices who are already at the trade and are not legally bound may enter into an agreement with their master, to the satisfaction of the lodge where they are situated, for such a length of time as they may think expedient for the welfare of the trade and association. Boys legally bound leaving their employers before the expiration of their time, the lodge may, if applied to, use its influence to make them return and complete their agreement. Any employer discharging an apprentice before the expiration of his time, the lodge may, on application, use its endeavors to effect a reconciliation. This law to be applied at the discretion of lodges, but no action to be taken to enforce it without a grant from the association.

37. Those who have served the regular apprenticeship shall be admitted members by paying 1s. of entrance money, provided they apply within three months after the expiration of their apprenticeship; and boys or other individuals working at the trade, and receiving 12s. per week, and less than the standard rate, may be admitted by paying an entrance fee of 2s.

CLASS II.—Guidance for members contributing to the trade fund only.

1. Any operative mason working at the trade and wishing to become a member of the association, may be admitted, if under forty-five years of age, by paying an entrance fee according to the following scale; and those formerly members may be re-admitted under the re-entrance fee. Any one admitted above forty-five, or readmitted above fifty years of age, shall only be entitled to half accident provision and half funeral allowance. No one to be admitted as a first entry above fifty nor readmitted above fifty-five years of age. The entrance fees to be paid within four weeks, the re-entrance fee within six weeks, or forfeit the sums paid. Entries becoming forfeits shall then be subject to the re-entrance fee.

Scale of entrance fees.

	<i>s.</i>	<i>d.</i>
Bound apprentices	1	0
Unbound individuals	2	0
Admits	2	6
Readmits	7	6

The contribution shall be 3d. per week; and any member allowing his weekly contributions to exceed six months shall be no longer a member, and have no claim on the association; but any member due less than twelve months' contributions, and willing to continue his membership, may, with the consent of his lodge, be allowed to pay up his arrears within the next six months. Every newly-opened lodge may admit those who were formerly members at 2s. each for two months from the date of the lodge being opened. In all cases membership shall commence from date of first payment of entrance money; but no member shall be initiated nor have a vote in the affairs of the association until his entrance money is paid up.

2. Members leaving Scotland, and wishing to continue their membership, may do so by remitting their contributions and levies, as specified by rule, which will entitle them to the benefits of Classes II, III, and IV, provided intimation is given to the lodge before they remove, and they will be entitled to funeral allowance by paying 2d. per week, and to sick and funeral allowance by paying 7d. per week. Those leaving the United Kingdom with membership cards may, on returning to this country, be admitted without paying entrance money, but subject to the same conditions as newly-admitted members.

3. That members be exempted from paying full contributions to the trade when sick only, provided they have produced a doctor's certificate to the secretary of the lodge of which they are members within one week after being taken ill. Should they neglect to do so, the certificate to exempt them only for one week previous to the date thereof. Members who have been exempted from paying full contributions when sick, neglecting to send written notice of their recovery within one week, to be fined 1s. No levies to be paid by sick members; but when sick they shall pay 1d. per week. No one to participate in this benefit until he has paid twelve months' contributions. The arrears of members receiving the benefit of this law shall be subject to the conditions of the succeeding one, that is, 3s. and 4s.

4. Members will be entitled to half funeral allowance at the expiration of six cal-

endar months, and to full funeral allowance at the expiration of twelve calendar months from the date of entrance, as specified in this class. But if a member shall, at his or his wife's death, stand, or shall at any time previously have stood, in the ledger of his lodge as due more than 3s. of contributions, exclusive of levies, he or his representatives will only be entitled to half funeral allowance, less the sum then due to the association as legal weekly contributions and levies; but if he shall at his or his wife's death stand, or shall at any time previously have stood, in the ledger of his lodge as due more than 4s., exclusive of levies, he or they shall have no claim to funeral money whatever. But, although a member has allowed his contributions to exceed either sum, he may pay the amount due, but in such cases he or his representatives shall not be entitled to any funeral benefit until four weeks have elapsed from the date of clearance; and this clearance must be effected, and the four weeks intervened, not after, but previous to the death of the party in consequence of whom such benefit is claimed. After the decrease of members or wives who are registered, application for funeral allowance must be made out in the proper form (see page 53 of rules), accompanied by a registrar's certificate which must be sent to central committee before any remittance of cash can be made.

5. At the death of a member, subject to the conditions in the preceding law, the association shall pay to his nominee, in terms of section 10 of the trade union act amendment act, 1876, or to his widow, next of kin, or trustees (the lodge having the power of deciding, except in cases of nomination, to whom it is to be paid), the sum of £10 sterling as full funeral allowance, or £5 sterling as half allowance, less the sum then due the association as legal weekly contributions and levies, which secretaries must deduct from the allowance due.

Any member may register his lawful wife, if she is under forty years of age, which shall entitle him to the sum of £5 sterling at her death, provided he has, twelve months previously, paid 1s. for registering her name. None to be registered who are above that age. The name, age, and date of registration, accompanied by a surgeon's certificate of her health, to be sent to the central committee, to be inserted in the general registry of the association. Members admitted above forty-five, or re-admitted above fifty years of age, who may register their wives (if under forty years of age), shall only be entitled to the half registration allowance.

7. At the death of a member in benefit, who has no relations near him, nor has appointed a nominee or trustee, the association to inter him out of the funeral allowance due. Any surplus remaining after the debts incurred during illness are paid to be added to the funds of the association, if not otherwise bequeathed.

CLASS III.—*Guidance for members contributing to the trade and sick fund.*

1. Members of this class shall pay a weekly contribution of 5d. per week, for which they shall be entitled to 10s. per week for the first twenty-six weeks, 6s. per week for the next twenty-six weeks, and 3s. per week until recovered. This law to be retrospective, and shall apply to members at present participating in the funds of the association. No member, after he has received sick benefit for any number of months, shall throw himself off the benefit in order to evade this law; but should he again claim aliment within six months the time he before received the allowance shall be added to the time he now receives it, and when the accumulated time shall amount to six months, he shall be dealt with accordingly. But if members of this class make no payment when due twelve weeks' contributions, that is, 8s., exclusive of levies, they shall not be entitled to sick allowance until four weeks after they have been cleared on the books. Any member allowing his weekly contributions to exceed six calendar months shall no longer be considered a member.

2. Members applying for sick allowance must produce an application, as specified on page 52, and a certificate from a doctor, stating the nature of their complaint. Sick payment to commence from the date of doctor's certificate, provided such date be not more than six days previous to the time of its being delivered to the secretary. Members receiving the two highest scales of aliment to produce a doctor's certificate every four weeks, stating the disease; and lodges shall have a discretionary power to deal with those on the lowest scale, and see to the production of certificates by the recipients of the higher scales. Lodges shall also have the power to examine recipients of this allowance at least once in six months, or as often as is considered necessary, to prevent any irregularity or imposition. Sick members to be paid once a week by the sick visitor, not later than 8 o'clock on the night appointed by the lodge, when all contributions then due shall be deducted. Secretaries neglecting to deduct such contributions to be fined 2s. 6d. for each offense. Members being put out of benefit, owing to the secretary or any other officer's neglect, the applicant to receive the allowance he applied for, and the officer to be fined 3s. This latter clause not to be acted on until a hearing has been obtained for both parties.

3. When a member declares sick, the secretary of the lodge of which he is a member shall forward to the central committee notice of the same, with the doctor's cer-

tificate which he received, and state how he stands on the books; such particulars to be briefly stated on the account sheet.

4. Should it be proven to the satisfaction of the lodge that any member is the means of bringing on disease on himself through fighting, drunkenness, or any other indiscretion, he shall not be eligible to receive the benefit of this class during such illness.

5. It shall be the duty of the secretary of each lodge to summon two members from the roll in rotation every two weeks, who shall visit the sick members at least once a week (except in cases of infectious disease), and attend at the lodge-room on the financial meeting nights to receive their sick allowance, the committee to have power to appoint cross visitors when they think necessary. Each visitor to be provided with a book, in which he shall insert all payments made, and get the same signed by the recipient. Any sick member absent from home when called upon, without leaving word in writing where he has gone, shall be fined the sum of 1s.; and any member found tipping at a public house, gambling, working, or doing anything to prevent his recovery while sick, shall be suspended for one month. Any member residing more than three miles from the lodge-house applying for sick benefit a certificate signed by a doctor to be deemed sufficient; afterwards he must produce one every month, and a certificate signed by a minister or two elders every fortnight, when his allowance will be forwarded to him; but the committee to have power to demand a doctor's certificate at any time they may think proper. The secretary and visitors to be fined 1s. each for any neglect of duty.

6. If the medical attendant of a sick member certify that a change of residence would tend to improve his health, and state the time thought necessary for that purpose, it will be competent for the lodge of which he is a member to advance a sum, not exceeding £2, to bear his expenses, to be repaid by deducting 2s. per week from his sick allowance. Should the member's health not be sufficiently improved at the end of the time granted, and he be desirous of remaining, he must write to the lodge for permission, inclosing a certificate from a doctor every month stating what extension of time he may consider necessary, or be subjected to a fine of 2s. 6d. for such neglect. Should the sum advanced not be refunded when he recovers, he shall pay all dues and demands within twelve weeks from the date of declaring off the funds, nor be eligible to the benefits of the association for one month from the date of doing so. But should death occur before the amount is repaid, the balance due to be deducted from the funeral allowance. No member to be allowed sick pay who removes out of the British Isles for the benefit of his health, unless ordered to do so by his medical attendant. Any member, while sick, removing without the sanction of his lodge, to forfeit his sick allowance from the date of the removal to the date of such sanction being obtained.

7. Any member in receipt of the benefit of this class out of his residence before sunrise or after sunset, without a line from a doctor, certifying that being out at night will not retard his recovery, shall, for the first offense, forfeit three days' sick pay; for the second, one week's sick pay; and for the third offense, to be dealt with as the lodge may think proper.

8. That when members declare off the funds, they shall produce to the secretary a declaration, as on page 53 of these rules, that they are in a fit state to resume their employment, said declaration to be sent in before they resume work; and members not complying therewith to be suspended from the benefits of this class for one month. All such declarations to be sent to the central committee, the same as when they declared on the funds.

9. Members of this class emigrating to any part of the United Kingdom, by sending to the lodge they left, once in every twelve weeks, the sum of 7d. per week, shall be entitled to the sick and funeral benefits of this association. Notice of this must be given, and their address left with the secretary of the lodge they are leaving.

10. That the name of every member belonging to this class be registered, with age and place of abode. And should any member change his residence, he shall give notice of the same to the secretary, with the number and name of the place he has removed to, on the first lodge night thereafter, or pay a fine of 6d.; the secretary to again register his name, in order that he may be easily found in case of sickness, or being summoned for a sick visitor.

11. That every member of this class who wilfully and knowingly imposes on the association by feigning himself unwell, for the purpose of receiving sick alimony from the association, shall, on such imposition being proved against him by at least two respectable medical practitioners, to be chosen by the association, be expelled from the sick branch. And any member found guilty of habitual drinking, or tried and found guilty of any indictable offense, the lodge of which he or they are members, or C. C., shall have the power to expel him.

12. Every member of this class shall sign his name in a book to a copy of the declaration appended to these rules, and in cases of dispute between any of the members and his lodge, the same shall be submitted to arbitration; the arbiters to be chosen

by the lodge out of six individuals unconnected with the association, three of whom shall be balloted for by the aggrieved party or his depute. The decision of the three shall be final to all intents and purposes, and binding on both parties. Each party to deposit 5s. against expenses, and the one found in the wrong to pay all expenses.

CLASS IV.—*Provision for accidents.*

1. Any member disabled for life by a real accident received while following his employment as a mason, or going to or returning from his work, or while transacting the business of the association, and also those specified in Rule 31, Class I, which shall permanently disable him from following his employment, may lay an application before the association, according to Rule 5 of this class; and if a majority of those voting consider him entitled, he shall receive the sum of £60 sterling, unless such accident was caused by his own misconduct, drunkenness, or wilful neglect. And any member meeting death by accident, his nominee, widow, or next of kin, shall receive the sum of £10 sterling in addition to the funeral allowance; but should any member meet such death not having a wife or next of kin, to be interred as prescribed in Rule 7, Class II.

2. Members are not eligible to the provisions of this class unless they have paid two years' contributions prior to the date of accident; nor will they be entitled if they have at any time previous to the accident been due more than twelve weeks' contributions (exclusive of unpaid levies) since they were last clear on the books.

3. Members who have worked in opposition, for which a fine has been recorded, will not be entitled to these provisions until the expiration of twelve months from the date such fine has been paid; and those who have defrauded the association will not be entitled to them for two years after the amount misappropriated has been refunded and fine imposed been paid.

4. Members who receive an accident, however trifling it may be at the time, shall send, or cause to be sent, a written notice to the secretary of the lodge of which he is a member (that is, where his card is in), and such notice must be given within six weeks from the date of accident. Any one failing to do so within the specified time shall have no claim on the provisions of this class; and no lodge shall entertain any application if this rule has not been complied with, unless it can be proved to have been the fault of any lodge office-bearer, who shall be fined 5s. for each neglect of duty. On receipt of such notice, the lodge shall appoint a delegate to investigate the case, whose report shall be submitted to the association, along with the member's application.

5. Six months must elapse from the date of accident before members make application for the disabled provision in Rule 1 of this class; and members neglecting to make application within nine calendar months after the date of accident shall have no claim, and their application shall not be entertained by any lodge whatever. But in cases of fatal accident, or amputation of leg, hand, or arm, by accident, application may be made to the association without restriction to time, and the C. C. to pay over the provision as soon as convenient after the decision of the association is known.

6. When any application is made, the lodge applied to shall appoint a doctor and delegate to investigate the case, and if satisfied that applicant is disabled for life from following his trade, to send such information to the central committee, who, if not satisfied, may authorize a lodge, or appoint a delegate and doctor to examine applicant—the delegate to send a full report to the C. C., who shall submit the same to the association. A majority of those voting on the application shall be held binding, unless protested, and the C. C. shall, in all cases, pay over the amount within one month after the decision is known. Any delegate sending a false statement shall pay a fine of £1, and hold no office for two years after such fine has been paid. But should any lodge refuse an application, the applicant to have power to submit the case to the C. C. for publication.

7. Should a member believe that he is able to resume work, he shall notify his intention of doing so to the secretary of his lodge, and on receipt of the same, the lodge shall cause a doctor to examine him; and if the doctor certifies that in his opinion he may resume work, he may do so, but if he relapse, his application shall be entertained the same as if he had not been working; but all this must have occurred within the space of eighteen calendar months from the date of accident, otherwise his claim shall not be entertained. But a member after his notice is sent in, and during the time his case is before the association, shall be at liberty to take any light employment not connected with the trade, and certified by a doctor that such employment shall not retard his recovery; but in all cases this clause shall not be acted on without the sanction of the lodge of which he is a member. Any member resuming work without permission from his lodge shall have no claim on the provision specified in this class, and no application on his behalf shall be entertained.

8. Members who have received the above provision, if members of the trade fund only, their names and their wives' names, if registered, to be erased from the books,

and to have no further claim on the association; but if they are members of the sick branch, their wives' names, if registered, to be erased from the books, and to have no further claim on their account; but they may continue members of the sick branch by paying 5*d.* per week, and shall be entitled only to the provisions specified in Rule 1, Class III, during sickness, provided always that such sickness is certified by a doctor's certificate that it is of an organic nature, and not the effect of the accident.

9. Sick allowance shall be paid to the members of sick branch after the date of accident provision being paid to them if declared sick, as in preceding rule. And any of those referred to in this class receiving sick allowance, the lodge shall cause a doctor to examine the member when it thinks necessary; such examination to be laid before the first meeting thereafter, the members to give their decision on the case, as no member who is able to earn a livelihood at any other occupation will be entitled to sick allowance from the funds of the association.

10. Should any member make application for the accident provision, and death occur during the time the application is before the association, his nominee, widow, next of kin, or trustee shall receive the funeral allowance; and if the application be decided in his favor, the provision asked shall be paid, less the amount paid for funeral allowance. Those of the trade who may receive the provision of this class, and be again able to resume work, shall pay to the association the sum of 2*d.* per week, and be entitled to no benefit, but strike pay in cases of strike. Those of the trade and sick fund shall pay 7*d.* per week, and be entitled to the benefit of Rule 1, Class III, and strike pay in cases of strikes.

11. That secretaries sending applications shall, along with each application, insert the date of entrance, the amount due at the date of accident, when last clear on the books, and the highest amount of contributions due since last clear; secretaries sending a false statement to be fined £1, and hold no office for two years after such fine has been paid.

CLASS V.—*Strike rules.*

1. Any member losing his employment in consequence of being a member of, or for transacting or regulating any matters connected with, the association, shall receive the sum of 12*s.* per week, the lodge having the power to stop this allowance when it shall see fit to do so. But should an action at law be taken against any member or members for such transaction, the association to bear the expense of defense; and should imprisonment follow any such action, the weekly current wages shall be paid by the association to the wives or dependents of any member or members during such imprisonment.

2. When a strike for an advance of wages or any other cause is contemplated by any lodge, a general meeting must be called, by placard or otherwise, of the members, to consider the propriety of such application being made. The votes to be taken by ballot, by giving each member two slips of paper, written on, "Yes" and "No." No votes to be taken by proxy. In making application to the association the secretary shall state the number of members in full benefit, half benefit, and no benefit in the lodge; the state of trade, and the number who voted for and against the application being made. All such applications must have a majority of two for to one against; and secretaries sending a false statement to be fined £1, without mitigation, and hold no office for two years after such fine has been paid.

3. If any employer attempt to reduce the standard rate of wages at any period of the year, introduce piece-work where it has been abolished, increase the hours of labor, infringe upon the established meal hours, or introduce individuals not of the trade, members may resist such infringements if acceded to by a majority of two for to one against of the members present in the lodge; but in all cases to respectfully ask an interview with the employers before striking. If anything should transpire requiring the immediate attention of the lodge, or which cannot lie over until the first meeting night, the president shall have power to appoint delegates to warn a general meeting, upon receiving a requisition setting forth the nature of the cause necessitating such a meeting, signed by at least eight members in full benefit.

4. Standard rate shall in all cases mean that sanctioned by the association; and when an advance or reduction takes place it shall be imperative for lodges to intimate such advance or reduction to the association within two weeks thereafter, which shall be accepted as a new standard, if not objected to by any lodge. Lodges failing to intimate an advance or reduction shall have no claim on the funds.

5. When a strike takes place a strike roll shall be made out. Members on strike shall receive 10*s.* per week, and attend the lodge-house every day, at an hour appointed by the committee, when the roll shall be called; and any member failing to attend, and neglecting to send a satisfactory written apology, or refusing to take office, or do any lawful duty connected with the strike to which he may be appointed, shall forfeit his day's pay; and members sent on delegation to be paid according to Law 23, Class I. Lodges shall have power, when a strike takes place, to negotiate with foremen, non-members, and those from other lodges, as they shall see expedient.

Any member receiving strike pay when there is none due shall pay back double the amount, along with a fine of 10s.

6. That in all cases of strikes there shall be a committee of three appointed of those on strike to conduct the business, consisting of president, secretary, and treasurer, who shall meet a committee of three, appointed by the lodge, of those not on strike, twice a week, when all matters shall be laid before them, said committee to report the true position of such strike to the lodge, the secretary to forward the same to the central committee once a week. The following scale of salaries to be paid to president, secretary, and treasurer per week, in addition to their strike pay:

Age.	President.	Secretary.	Treasurer.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 20 members	2 6	2 6	2 6
Above 20 and under 50 members	3 0	3 0	3 0
Above 50 and under 100 members	4 0	4 0	4 0
Above 100 and under 200 members	6 0	6 0	6 0

And 6d. per week for every additional hundred up to five hundred; above that number, 10s. per week; no higher rate to be paid.

7. That in cases of partial strikes, or where all the members of a lodge are on strike, the central committee to send two delegates, if necessary, to investigate the dispute. Such investigation to be held by a conference of employers and employed where practicable. In all cases of a legal strike being settled, the lodge secretary to forward, within a week, to the central committee the basis of settlement, which must appear in first return thereafter, or be fined 2s. 6d. for such omission.

8. That the following scale of payments be allowed to members to leave the locality during disputes:

If the lodges comprising a majority of the members of the association report trade good, they shall receive 5s.; favorable, 7s. 6d.; dull, 10s.

Coach fare will be paid to members in addition to the above sums, but not to exceed 5s., and the actual fare paid will only be allowed. Members receiving any of the above sums shall not be entitled to the benefit of rule 5 until eight days have elapsed, Sunday excepted. The central committee to supply the necessary information to lodges in cases of dispute.

9. Turn-outs not claiming strike pay within two weeks from its being due to forfeit it. Names of turn-outs, and the time they are out, to be entered against the sum paid in lodge books, an itemized account thereof to be sent to the central committee for publication in the following return.

10. All members striking illegally shall receive no support from the association; and lodges shall have a discretionary power to impose fines on any parties working in opposition to a legal strike, and such fines shall not be more than £2 nor less than 10s., to be paid by weekly installments of not less than 2s. per week. And no lodge shall entertain an appeal from any one on whom a fine has been imposed, unless a copy of the appeal is laid before the lodge who imposed such fine, the remarks of said lodge, along with the appeal, to appear in the same return.

CLASS VI.—Strike tramp rules.

1. When a strike takes place in any lodge members on strike who choose to travel in search of employment shall draw a clearance card and be provided with a tramp check, when they shall receive the sum of 1s. 6d. per day from any lodge, and 2s. 6d. from the lodge applied to on Saturday. Members while traveling to be relieved not oftener than once a month at each lodge (Edinburgh excepted), when they shall receive two days' pay, provided they stop in the town that time; but in the event of any member returning without finding employment he shall receive the benefit of his tramp check for one fortnight after the strike is settled as specified above. Secretaries to see both contribution and clearance card, as well as the check, or relief will not be given. Non-members coming in on strikes not to receive a clearance card or tramp check until the full entrance or re-entrance fee is paid up.

2. To prevent fraud each secretary who gives relief must write in letters (no figures to be used) with ink, on the check, the date, month, the sum paid, his own name, and the name of the lodge he represents, and report the same to the C. C. in his fortnightly account sheet. Any secretary violating this rule to be fined 2s. 6d.

3. Any member imposing on any secretary with a check, representing himself to be on strike when such is not the case, and any one who shall alter the date on his cheque, for every time he receives relief he shall pay into the association double the

sum received, and shall not be entitled to the benefits of the association, nor hold any office for two years after such sum has been paid.

4. Any member returning, and being unsuccessful in getting employment, and the strike not settled, by applying shall be put on the strike-roll and be entitled to all the benefits therefrom the same as if he had not drawn a tramp check.

5. In the event of a depression in trade any lodge may bring the subject before the association by proposition, when the central committee shall publish it in first return thereafter; votes to be returned in twenty-eight days. After the decision thereon is known the lodge who applied shall prepare a form of relief, open to amendments for fourteen days, the decision thereon to be final unless protested.

CLASS VII.—*Central committee and trustees' duties.*

1. That lodges containing one hundred members in full benefit may, by application or nomination, be candidates for performing the duties of central lodge, provided such is made before the issuing of the first return in January of every third year. Lodges to be eligible for re-election, but those in nomination to record no votes in their own behalf. The removal to take place at the quarter ending with May.

2. That a central committee, appointed to serve six months, be elected by the central lodge for the time being (C. C. S. excepted), its duties being to form a center of action, that it may the more readily communicate with the respective lodges, check any illegal expenditure, and to keep every lodge strictly within the pale of the rules. The same to consist of president, vice-president, treasurer, five other members, and C. C. S.; four to retire alternately every three months, and others elected in their places.

3. That the central committee meet at least one night every week at the time fixed by them, and every member not present to be fined 3d., unless he give a satisfactory excuse for his absence. The secretary to give notice to that effect to the lodge from which they have been elected. Each member to receive 6d. for every meeting he attends. The president and treasurer to receive 2s. 6d. each per quarter additional.

4. That after the minutes of the previous meeting have been read and confirmed, the committee shall settle the financial business. The secretary to produce a detailed account of the postages each ordinary meeting, stating the number of returns and letters posted.

5. That the secretary furnish the vice-president with a list of the lodges, alphabetically arranged, and arrange his correspondence in the same manner. The vice-president to mark off each lodge as the correspondence is read; and that no member be allowed to withdraw without first asking and obtaining leave of the president.

6. That the fortnightly return be published every alternate week, containing subjects upon which the opinion of the members of the association may be necessary, and that any article sent through any other source be not recognized. All printing and stationery to be contracted for by estimate. Neither the secretary nor any other member to give orders to purchase goods without receiving the sanction of the central committee to do so, and, when purchased, to be produced to the committee, with a bill for the same; and that all receipts be handed over to the treasurer, to be filed and kept in the safe.

7. That the accounts of the committee be audited every three months by two of the incoming and two of the remaining members—auditors to be paid 9d. each for so doing—when all receipts and documents connected with the money transactions must be produced, examined, and compared with the expenditure in each return, and an inventory taken of all goods. The president to keep a check-book against the secretary.

8. That the central committee, by themselves or deputies, have power to inspect the books and accounts of the respective lodges of the association at any time they consider such necessary.

9. That the central committee have power to lay on a levy or levies as necessity may require when the funds come as low as £1,000. All moneys received to go into one common fund, and be appropriated to no other purposes than those provided for in these rules. Money not immediately required to be deposited in two banks; the bank books or interest receipts to be kept in the society's safe, with three locks, the keys to be kept by the president, treasurer, and secretary.

10. The money of the association shall form two funds, "working" and "sinking." The working fund shall not be less than £500, and not to exceed £1,500, to be deposited in bank in name of four trustees, for behoof of the association, one of whom shall be the C. C. S., and three of whom shall be elected by the central lodge; their names to be submitted to the association, and if no objections within fourteen days, to be valid, and who shall hold office at the pleasure of the association. When the working fund amounts to £1,500, £1,000 shall be transferred to the sinking fund. No money to be drawn from the working fund except by the trustees and the C. C. S., whose name shall be entered in the bank book.

11. There shall be seventeen trustees of the sinking fund, of whom the C. C. S. shall be one; the remaining sixteen shall be elected by the sixteen lodges having the highest number of members. The sinking fund, and all property at present held by the association, or which it may acquire, shall be invested in bank on behalf of the association, in name of the above trustees; their names to be submitted to the association, as in the preceding rule. The trustees of this fund not to attach their signatures to any document unless through an order from the central committee, signed by the president, vice-president, and treasurer; but any such order can be acted on by the signatures of nine trustees and central corresponding secretary; and that the interest receipts be renewed twice a year by the C. C. S., who shall be accompanied by a trustee of the working and sinking fund. Should any action at law arise, it will be competent for the trustees or C. C. S., either singly or conjointly, to sue or be sued on behalf of the association; but in all cases the association to be responsible for all expenses incurred.

12. That all trustees hold office at the pleasure of the association, and that each be supplied with a copy of the fortnightly return; their names and contributions due to be published along with the quarterly accounts of C. C., and if they are due more than sixteen weeks' contributions, their names to be cut off and others appointed in their places; and that all or any of them may, on the representation of their or his lodge, be deposed at the pleasure of the association.

13. That the office of central corresponding secretary be open to candidates annually, to date from the time of the executive being removed. The same may be re-elected; but before any one can be eligible for the said office he will have to give or find security to the amount of £50, to the satisfaction of the association. Any member being elected for the office of C. C. S., his expenses of removal from the locality where he resides to the central lodge to be paid by the association. Also, when he wishes to retire, he must give six weeks' notice before leaving office, so that the association may have ample time to choose another. That candidates for the office of C. C. S., apply in writing for the situation, either to their own or any other lodge, the acting C. C. S. excepted, who may be nominated as formerly, unless he has signified his intention of retiring. All applicants must promise in their application to find the required security, and conform to the conditions prescribed by rule. Where there is more than one applicant, the lodge to select one only, and shall have the power to reject or entertain any application, as the majority may decide.

14. All moneys remitted through the post-office or bank to be drawn by the C. C. S., and to be handed over to the treasurer, in presence of the committee, on the first meeting night; likewise all moneys sent from the C. C. be remitted by the C. C. S. That he devote all his time for the welfare of the association; that he go all delegations; be allowed coach fare, and receive, in addition to his regular pay, the same for expenses as other delegates; the C. C. to determine when his time will permit. All delegations to be fully reported in the returns, except in cases where the ends of justice may be frustrated, or the harmony of a lodge impaired. Also, that he attend to the auditors when they are making up the annual report, and render all necessary assistance; and that he be allowed 40s. per week throughout the year, and be paid weekly by the C. C.

15. In cases of misconduct by the C. C. S., or any other member of the C. C., detrimental to the interests of the association, a committee of inquiry shall be chosen of seven members from the central lodge, who shall investigate the case and lay the same before the association. The accused to have the right to make out a statement of his case and have it inserted in the same return, when a majority of the votes recorded shall fine, depose, or exonerate the accused, as they may think proper. The same to hold no office until such decision is known.

16. Applications, propositions, and appeals under Law 10, Class V, from any lodge, if in accordance with the laws, shall be inserted in the following return, and remain fourteen days before the association, open to amendment, and if not received within that time not to be published. The central committee not to comment on them until they have been fourteen days before the association, unless desired by a majority of the lodge from which either of the above emanates, the comment to then appear in the same return.

17. That all matters upon which the opinion of the association may be necessary be submitted through the medium of the returns. The central committee to have power to withhold all matter contained in any article which does not bear directly on the subject under consideration or criticism, or vulgar, personal, or abusive language; but lodges feeling aggrieved at the decision of C. C. to have the right of appeal to the association. The central committee to publish the votes of each lodge, and no votes shall be considered legal upon matters submitted through any other source than the returns, except in cases of the greatest emergency, when the C. C.'s comment will appear with the application or proposition.

18. Appeals under the preceding rule must contain a full statement of the matter in dispute, and, if desired by a majority of the appealing lodge, the defense of C. C. to appear in the same return, provided the appeal is received at least two days before

the issue of the returns; if not received within that time the subject to lie over till next issue. Any lodge may request additional information from either or both parties, which must be given through the returns. No appeal to be made to any other authority than by the votes of the members of the association through the returns, and the appealing lodge shall not record votes in its own behalf.

19. The right of protest shall belong to any lodge that may vote in the minority on any question which may have been decided by the association, such protest to be made within fourteen days after the decision appears in the returns; the same to be open to amendments, and the votes recorded thereon to be binding.

20. That no new lodge be opened in connection with this association without the consent of the central committee, to whom all applications for such purposes are to be made. When a delegate is required to open a lodge, the central committee to elect the delegate, or nominate the lodge from which such a delegate be appointed, which, in making choice of a brother, must be particular that the one chosen is in every respect qualified to instruct the new members in the proper manner of keeping their accounts and transacting the business of the association. And that lodges requiring to take lease of halls, make application to the association through the returns, intimating the time of their lease and the rental of the same; and any lodge entering into a lease for more than one year, without the sanction of the association, shall be held liable to Law 11, Class I.

21. That three auditors be elected from the association, who shall meet in the central office on the second Monday of each year, and, along with the central corresponding secretary, audit for publication the financial accounts of the past year; each member to receive a copy. Any lodge will be eligible to nominate one of its own members only; their names to appear in the first return in November. The votes to be returned in fourteen days to the C. C., and the three members who obtain the majority of the votes to be elected. Their expenses to be as stated in Rule 24, Class I; and those members who are elected will not again be eligible for nomination for nine years.

22. That a yearly revised list be printed, showing the names of those who have worked in opposition, and specifying the offense committed; also the names of those who have defrauded the association, with the amount of fraud and fines imposed; each collector to receive a copy gratuitously.

23. That all lodges, on closing, send all moneys, books, box, and a correct balance-sheet to the central committee. Any lodge failing to do so, the central corresponding secretary, or trustees for the time being, shall take legal means to recover all moneys, books, &c., as property of the association.

24. It shall hereby be understood that the abbreviations in these rules will mean and read as follows: C. C., central committee; C. C. S., central corresponding secretary.

25. That these rules rescind all former rules, decisions, precedents, &c., which the association may have acted upon, and be held binding on the association, and nothing shall be considered legal unless in strict conformity with the rules; but should any lodge think a revival of all or any of them necessary, a proposition shall be inserted in the first returns, stating the manner in which they are to be revised, the decision thereon not to be acted on unless a majority of two-thirds of the members voting consider a revival necessary.

Inspection of books.

26. That all the books of each lodge and central committee be open for inspection, at all reasonable times, by any person having an interest in the funds, on due notice of at least two days being given to the secretary, and depositing 2s.; any one failing to attend after such notice shall forfeit the sum deposited, unless in case of sickness or any other unavoidable cause.

Dissolution of association.

27. That, should the members of any lodge in general meeting assembled consider a dissolution of the association necessary, they may make a proposition to that effect, which shall be subject to rules 16, 17, and 19 of this class, and on which any member in full benefit will be entitled to vote. The C. C. shall fix the date on which each lodge shall hold a special meeting to record votes; and should five-sixths of the whole members in full benefit with the association vote in favor of the proposition, the association shall be accordingly dissolved, and all money and property belonging to the association (after deducting all debts incurred in its name) shall be equally divided amongst the members in full benefit.

CLASS VIII.—Scotch and English laws.

1. That English members coming to Scotland be admitted into the Scotch society by depositing their clearance cards; and, on conforming with the laws the Scotch so-

ciety is then governed by, shall become entitled to the provisions at the expiration of the time therein stated. Secretaries to charge contributions from the date the cards were drawn.

2. That Scotch members going to England be admitted into the English society by depositing their clearance cards; and, on conforming with the laws the English society is then governed by, shall become entitled to the provisions contained therein at the expiration of the time stated. Secretaries to charge contributions from the date the cards were drawn.

3. That in cases of application for admission into the Scotch society without a clearance card, their names to be published in the following fortnightly return from either country, in order that the arrears or transgressions (if any) against the society may be more effectually known; and if any supplanter against the rules who has worked in opposition, removes from one country to another, the society be or they are working under will enforce the penalty and remit it to the society he or they may have worked in opposition to.

4. That in order to maintain an understanding between the two societies, a fortnightly return of correspondence be continued by them, the more especially to avert the evil tendency caused by an influx from either country in case of strikes; and that a printed copy of the fortnightly returns (divested of their financial reports) be regularly transmitted from each society.

5. That any member of this association opposing the members of the English society whilst engaged in a legal dispute shall be fined the amount imposed on oppositionists by the rules of the English society, and their names shall be published in our black-list until the said penalty is paid; and that the amount when paid be remitted to the English society.

FORMS OF APPLICATION.

Declaration for members of sick branch, as specified in Rule 12, Class III.

I, ———, do hereby declare that I shall abide by all the laws specified in Class III, of these laws; and I likewise agree that if any dispute arise between me and the association it shall be settled by arbitration, as specified in Law 12, Class III.

Form of application for sick allowance.

To the Secretary ———, lodge of the United Operative Masons' Association of Scotland :

[Date.]

SIR: Being unable from sickness to follow my usual employment, I request the allowance of the association from the — day of —, 188—.

My disease is ———.

I am, sir, yours respectfully,

—————.

Form of intimation on recovery from sickness.

To the Secretary of ——— lodge of the United Operative Masons' Association of Scotland :

[Date.]

SIR: I beg to intimate that I have recovered from my late illness, and intend to resume work on the above date, having been regularly visited and paid while sick.

I am, sir, yours, respectfully,

—————.

Application for funeral money.

To the Treasurer of ——— lodge of the United Operative Masons' Association of Scotland :

[Date.]

SIR: My ——— being deceased, I will thank you to send me the amount due for ——— funeral.

In proof that it is true, and that I am entitled to receive it for said purpose, the undersigned ——— and ———, both members of the association, subscribe this day along with myself.

I am, sir, yours, respectfully,

—————.

Witnessed by :

—————.

Copy of receipt for funeral allowance.

[Date.]

Received from ———, treasurer of ——— lodge of the United Operative Masons' Association of Scotland, the sum of ——— pounds sterling, being the sum due as funeral allowance for ——— my deceased ———, the above sum being my full claim against said association on account of the deceased.

FORM OF INITIATION.

The United Operative Masons' Association. The collector's duty.

The collector shall conduct the candidate to the president, and address him thus :

Mr. President, I have to recommend this candidate to become a member of the United Operative Masons' Association.

The president shall then ask the candidate or candidates the following questions :

PRESIDENT. Have you ever been a member (or members, as the case may be) of this association before ?—CANDIDATE. Yes, or no.

The president shall then read the following :

It is my duty to point out to you the objects of this association, which are, to regulate the price and lessen the hours of labor, to render mutual support to each other in cases of sickness or accident, and for the interment of deceased members and members' deceased wives. Those who are members of the trade and sick fund are entitled to the allowance specified in Rule 1, Class III. Members are eligible to funeral benefit at the expiration of twelve months from the date of entrance, and to the accident provision two years after the date of entrance. Members who conform to the rules are entitled to £5 on the death of a wife, provided the registration fee has been paid twelve months prior to her decease; and on the death of a member in full benefit, his friends shall receive the sum of £10; and any member disabled for life from earning his living at the trade, through a real accidental cause while at work, shall, subject to Rule 1, Class IV, receive the sum of £60; and in case of fatal accidents £10.

PRESIDENT. Do you consider these benefits calculated to better your condition as a mason, to assist in raising you and your fellow-workmen to that position in society which, as the producers of *all* wealth, you and they have a right to occupy ?—CANDIDATE. Yes.

PRESIDENT. Are you agreeable to become a member ?—CANDIDATE. Yes.

PRESIDENT. Having heard the aims and objects of the association and agreed voluntarily to become a member, you now pledge yourself to conform to, and to be bound by, all the rules laid down for our guidance ?—CANDIDATE. Yes.

PRESIDENT. We now extend to you the hand of brotherhood, and congratulate you as a member of the association; and while one, we earnestly enjoin it as a duty imperative upon you to endeavor to promote, under ever possible circumstance the well-being and success of the association of which you are a member.

3. RULES FOR THE GOVERNMENT OF THE ASSOCIATED CARPENTERS AND JOINERS OF SCOTLAND.

[Adopted at Edinburgh, by delegates from the principal towns in Scotland, September, 1861; and revised at delegate meetings held in Glasgow, July, 1865, and April, 1867; by the votes of the members, 1871; at delegate meeting held in Edinburgh, August, 1873; and by the votes of the members, 1877 and 1880.]

PREFACE.

From the attention that has been given to the question of capital and labor for many years, not only by those directly interested, but by others who brought not only unbiased minds to solve the problem, but also great reputations for ability, it might have been expected that from some of these sources a solution would be discovered that might not only end all unseemly conflicts between these equally important interests, but would render all strikes on the part of workmen, for the attainment of trade privileges, wholly unnecessary. However, the problem remains unsolved, and conflicts are becoming more frequent, bitter, and of longer duration than in former years. In view of this fact, it ought to be apparent to the members of our trade that our only security for the maintenance of privileges now enjoyed, and the attainment of others much desired, is a thorough brotherly spirit and complete organization for mutual assistance. With such a system, not only would all unwarranted interfer-

once with our rights be prevented, but a powerful lever would be in readiness to improve our social condition by every legitimate means, and thus raise the moral and intellectual status of the trade. Actuated by the desire of improvement, and believing that it could be best effected by mutually assisting each other, the joiners in the principal towns in Scotland sent delegates to a conference in Edinburgh in September, 1861, when a code of rules was adopted. These rules were revised at delegate meetings held in Glasgow, July, 1865, and April, 1867, by the votes of the members in 1871, by a delegate meeting held in Edinburgh, August, 1873, and to the present code by the votes of the members, 1877 and 1880. The society was originated for the support of sick, infirm, and disabled members, for the interment of deceased members, insurance against the loss of tools, and the maintenance and advancement of our trade interests. The above objects require no commendation; nearly all members of the trade have either themselves, or in others, experienced the advantages of a union of the trade, or the disadvantages of only a partial or entire want of union. Every one should also feel that he has other and higher duties to fulfil, than merely to provide for himself. There is a moral and Christian duty devolving on all to relieve each other while in distress, and, while fulfilling the duty of helping a neighbor, there is satisfaction in the thought that provision is also made against similar or greater calamities. Unity of aim, interest, and action are the only means by which the elevation of the toiling masses can be accomplished, but the extent and rapidity of that elevation depend solely on those interested, and the means they adopt to that end.

It is acknowledged that where trade societies are most powerful wages are generally highest, and while it would be wrong to leave behind our original emblem of "Peace and good-will to all men," still we must not forget that our just rights must be upheld against all assaults, and where these rights are either attacked or wrongfully withheld, then it is a duty we owe to ourselves and to society that they should be persistently maintained. To contend against capital with any prospect of success workmen have only, in the present state of society, one unfailing remedy, and that is a complete organization. All other attempts at separate and individual action are sure to fail, and if these are persisted in by an important section of the community, the efforts of the unions are thereby neutralized and cannot accomplish the objects they would with a more complete understanding.

Until recently trade societies were popularly and legally held to be unworthy institutions and not deserving of legal recognition or protection to their funds; now the legislature has removed their legal disabilities and trade societies applying for it may now receive the imprimatur of the registrar. While this is not of much importance in a practical point of view, still it must be held as an admission of the influence and the good that have been accomplished by trade societies; they are now considered by many former opponents as a necessary part of the social fabric, and the only security of British workmen against the power of capitalists.

Year by year the country is growing in wealth, but the remuneration of the wealth-producers or workmen, does not increase in the same proportion, and in too many cases the amount earned, owing to the low rate of wages and periods of enforced idleness, is insufficient to procure the bare necessities of life. Each year brings with it new machinery to supplant the manual laborer, and while the undoubted object of all machinery is to lessen the amount of manual labor, it appears monstrous that machinery should be urged as a reason against the reduction of working hours (as it often is), thus rendering man subservient to machinery, by wishing to prolong the labor machinery was intended to lessen.

How far the reduction of the working hours has been successfully carried out in our trade by this institution is evidenced and appreciated by thousands. Yet much remains to be done, but it is gratifying to find that the nine-hours day is becoming general, not only in our own, but in other trades. We must look to a reduction of the working hours as one of the most elevating agents that can be employed, as it is hopeless to look for improvement where the conditions necessary to promote improvement do not exist.

Other important questions demand our earnest attention, to each and all of which the association will aim at a satisfactory and amicable settlement, and by the influence of a good and well-directed union we will be able, while allowing to capital a reasonable reward, to obtain for ourselves that share to which the wealth producer is justly entitled, and thus enable us to obtain that position in the state from which we have been so long debarred. And until it is occupied we will remain, to a certain extent, the victims of the tyranny and selfishness of others.

PREAMBLE.

1. The object of this society is to raise funds for the support of its members in cases of sickness, accident, and old age; for the interment of deceased members and their wives; insurance of tools, and the protection and advancement of the general interests of the trade.

2. That this society shall be called "The Associated Carpenters and Joiners of Scotland."

3. That for the benefit of its members, and effectual carrying out of the objects for which it was organized, it shall be divided into branches, situated in such localities and districts as may be deemed most conducive to its interests.

4. That the laws for the government of the society, and the guidance of its members, shall be classed under the following sections: Section I, guidance of branches, and office-bearers' duties; Section II, guidance of members of the trade and their benefits; Section III, sickness, funeral, and superannuation benefits; Section IV, executive committee and their duties; Section V, delegate meetings and their powers.

SECTION I.

RULE I.—*Constitution of a branch.*

That a branch shall at least have five members before it can be constituted in connection with this society; and if at any time it be considered advantageous to its interests, or for the extending of its usefulness, when any branch in any town or district numbers over 300 members, another branch may be opened in the most suitable situation in the town or district where such course has been agreed to. If two or more branches desire to amalgamate together, it shall be necessary that two-thirds of the members voting in each branch shall have voted in favor of such amalgamation, either by voting papers, or at meetings called for the purpose. The old branches shall be then closed, no minority having the power to keep them open. The E. C. to arrange for the opening of a new branch, and take possession of the property of the closed branches on behalf of the association as early as possible. Only members entitled to benefit are to vote on amalgamation of branches.

RULE II.—*Government of a branch.*

That each branch be governed by a president, vice-president, treasurer, secretary, two trustees, and a committee of management—branches whose numbers do not exceed 100 members, the vice-president to be one of the trustees; and branches with less than 20 members to have no vice-president—the president to act as treasurer, and the secretary, as one of the trustees.

RULE III.—*Nomination of branch office-bearers.*

That candidates, to be eligible for the offices of president, vice-president, treasurer, secretary, and trustees, must be nominated at least one month previous to election, must not be more than three months in arrears, and have served previously six months on committee (except in new branches). No officer to nominate his successor but to have the power of voting the same as any other member. Members may be nominated though not present at the meeting; but when such is the case, it shall be imperative that the secretary communicate the same in writing to such member so nominated, within three days thereafter; and if the member declines to stand for office, he must send to the secretary a written refusal, stating reasons for so declining, within ten days after he received the secretary's notice; failing to do so, he shall be held as standing for election. In any case of refusal, should the branch not be satisfied with the reasons given for so doing he shall be liable to a fine of 1s. (unless in cases of re-election). Members not to be nominated to more than one branch office on the same night.

RULE IV.—*Election of office-bearers and remuneration.*

The president, vice-president, treasurer, and trustees, when duly elected, shall continue in office for six months, and may be re-elected to their respective offices at the expiry of that time, but shall, under no circumstances, hold office continuously for a longer period than twelve months, and must be out of all branch offices (excepting the vice-president), for the term of six months before being again eligible to any branch office. The above-named officers to be elected from the candidates on nomination by a majority of the votes of the members present, at a general meeting convened for the purpose, such general meeting to be held in the first week of May and November in each year.

Said officers to be paid as per scale of salaries (see No. 1 in appendix).

RULE V.—*Branch secretary.*

1. The Secretary of each branch shall be elected on the meeting night for the election of office-bearers in November, and shall serve for twelve months, and at the ex-

piry of that time may be re-elected as often as the branch sees fit. When the branch secretary retires, or is suspended, he shall not be eligible for any branch office for the next twelve months.

2. The mode of election being the same as other office-bearers, as stated in rule IV of this section, subject to the same provisions as laid down in rule III of this section; and he must have been eighteen months a good member of the society (except in new branches).

3. Any secretary resigning, previous to the expiry of his term of office, shall give one month's notice to his branch of such intention. The branch committee to inspect the books, documents, &c., and hand over the same to his successor; and should his books and documents not be satisfactory to the majority of his branch, he shall pay all expenses connected with the auditing of the same and as a penalty forfeit the remainder of his salary, the branch to have the power to mitigate or increase the penalty, according to circumstances.

4. Secretary to be paid as per scale (see No. 1 in appendix).

RULE VI.—*Branch committee.*

1. The committee of management shall consist of not more than eleven members, and not less than three, exclusive of office-bearers, a fair ratio being fixed in proportion to the number of members, 300 members entitling the branch to elect nine, and twenty entitling to three. In branches with less than twenty members, the office-bearers to be the sole committee of management. Branches with more than 300 members to be allowed the same ratio of an increase.

2. The committee shall be elected on the quarterly-meeting nights, and shall serve for six months, the minority and majority retiring alternately, and any member refusing to serve when elected (except in the case of a re-election) shall pay a penalty of 1s. for such refusal.

3. All members who are entitled by the laws to participate in the benefits of the society are liable to be elected upon committee whether present at the election or not; but in case of a member being elected in absence the secretary shall be bound to give notice to such member within three days after his election.

4. Every member of committee shall attend all meetings of committee, whether special or ordinary, and shall be allowed the sum of 4d. for each night he attends, and if absent without giving satisfactory reasons shall forfeit the same, and shall be fined 3d. besides. Members of the association appointed to act in joint-action committee to be paid branch-committee pay.

RULE VII.—*Duties of president.*

1. The president shall preside at all meetings of his branch—committee, general, or special—and conduct the business, or see it conducted, in a proper manner. He shall be responsible for carrying out all resolutions of such meetings. He shall sign all minutes when approved of, and all orders and other documents when authorized to do so. He shall also keep a book wherein he shall enter all moneys received for or on account of the society by his branch, and an accurate account of all disbursements. He shall attend once a week, or otherwise as the branch may decide, for the transaction of financial business.

2. He shall have the power to call a special general meeting of the members, upon receipt of a requisition to that effect, signed by forty members, when the branch numbers over three hundred members; and by one-tenth of the members, if under three hundred and above two hundred members; and by one-eighth of the members, if under two hundred and above one hundred; and by one-sixth of the members, if under one hundred and above forty; and any branch with less than forty members the requisition to be signed by one-third of the number of members, to consider whatever matter the requisitionists may have to lay before such meeting. The president to have a vote as a member, and the casting vote in all cases of parity, except such casting vote effect in a direct manner the funds of this society.

RULE VIII.—*Duties of vice-president.*

The vice-president shall take the place of the president in his absence. He shall do the duties, and be remunerated as a member of committee, except when acting chairman, when he shall be paid as stated in appendix.

RULE IX.—*Branch treasurer.*

1. The branch treasurer must be a respectable householder, and shall give satisfactory security either by bond or otherwise, as the branch may deem necessary.

2. His duty shall be to receive all moneys collected for or on account of this society, and shall pay all debts incurred by the branch, when authorized to do so by an order of committee, signed by the president. He shall at no time retain in his possession more of the moneys of this society than what is required for the immediate wants of the branch, and shall transmit the remainder to the E. C. He shall keep a proper account of all moneys received and disbursed by him for the branch. He shall attend once a week, or as often as agreed to by his branch, along with the secretary, &c., for transacting the financial business of the branch. He must at all times be prepared to render an account of his intrusions at a day's notice.

3. On retiring from office, after his books have been audited, should any deficiency arise in the funds he shall make good the same, and be liable to a penalty of 5s. per £1 of deficiency till the fine amounts to £1; no fine to exceed this amount, and to be kept off his salary, or paid with contributions at the rate of 5s. per week.

RULE X.—*Duties of branch secretary.*

1. The branch secretary shall attend all branch committee meetings, special or ordinary, and all general meetings of members. Should he not be able to attend in any case, he will require to provide a suitable substitute. He shall keep a clear and correct account of all receipts and disbursements of the branch, minute all proceedings of the managing committee and of general meetings, in a book for the purpose, fill up all cards and other papers, give copies of all documents for printing, manage all correspondence, read all letters sent and received by him on the business of the society, attend once a week, or as may be agreed to by the branch, along with the president and treasurer, at the branch meeting-house for the transaction of financial business. He shall read the minutes of every month's transactions at the general monthly meeting next ensuing, and shall be prepared to give any member of committee requiring the same all necessary and authentic information respecting the proceedings of any previous meeting, the minutes whereof have not been read. He shall communicate fortnightly with the E. C. as to the state of trade, and forward all amendments, alterations, or additions of his branch on any proposition appearing in the previous monthly report. He shall forward every quarter for publication, in the following monthly report, a correct statement of the number of hours wrought, and standard wage of the branch. He shall furnish annually the nearest approximate to the number of journeymen and apprentices in the trade in and around his own district, with the rate of wages and number of hours wrought per week, for publication in the yearly report. He shall transmit monthly to the E. C. a correct balance-sheet of the income and expenditure of his branch, the name and number of any new member, with date of entrance; each member who has drawn a transfer card, with number of same; also all members admitted by transfer from other branches, the name of the branch the member came from, his present and last number; the decision come to by his branch on any questions wherein our laws are silent; with the number of votes recorded for or against such; also the votes on any question submitted for consideration by the E. C.; he shall also transmit the name of any member who has received sick aliment. He shall transmit the quarterly reports of income and expenditure of his branch, signed by the quarterly auditors. He shall see that the monthly reports are read at the monthly meeting of members of the branch, and signed by the chairman, and forward the same so that they shall reach the E. C. not later than the 10th of each month; his neglect will be published in the next monthly report of the E. C.; and if he fails to transmit the quarterly report within six days, after being properly audited and read at the quarterly meeting of the branch, he will be subject to the same publication, and fined 2s. 6d. besides, for neglect of duty.

2. That it be the duty of every branch secretary, in cases of cessation of labor, lockout, or any other branch grievance, to transmit a copy of all minutes of motions, with amendments, if any, come to; report all deputations, conferences, with all overtures, by either branches or employers, with a view to their settlement. That such correspondence be strictly confined to the secretary and signed by the chairman, and forwarded daily to the several branches similarly placed, as also a copy of the same to the E. C. The E. C. to have power to support or recommend with a view to the best interest of such branches, Correspondence to continue daily until such disputes are declared closed.

RULE XI.—*Duties of branch trustees.*

The two trustees shall attend as often as required by their branch, and shall render every assistance to the secretary on financial nights. They shall each keep one key to the strong-box of the branch, and shall be responsible, along with the treasurer, for duly depositing the moneys of the society in the branch strong-box, or other secure place, at the close of every financial meeting. It shall also be their duty to see

that the treasurer retains in his possession not more of the funds of the branch than what he requires for immediate expenditure; and shall also see that the funds not so required are regularly transmitted to the E. C.

RULE XII.—*Duties of branch committee.*

The committee of management shall govern the affairs of the branch between the general meetings. They should take a general supervision of and interest in all the affairs of the trade, and shall see that the regulations of the trade are as far as possible complied with, and shall, on being made aware of any grievance that any member or shop may complain of, previous to such member or shop stopping work in consequence of such grievance or dispute, use all means, either by conferring with the parties or by arbitration, to obtain an amicable adjustment, the committee to have power to decide the matter. And any member having to leave his employment, in consequence of the employer infringing the by-laws, the committee shall have power to grant strike allowance to such member. Any member of committee being cognizant of any member or shop working contrary to the understood regulations of the trade in the district, shall immediately bring it before the committee, who shall have the power of summoning the member or shop to a conference, and shall use all reasonable means to bring such person or shop to a recognition or observance of the same; and failing to do so, to submit the same to their branch, either at the usual or a special meeting. The committee shall have the management of the funds of the branch, and shall disburse them according to the laws and rules of this society, and shall render the office-bearers every assistance in their power, also assist in making up the monthly, quarterly, and yearly reports. The majority of the committee, including office-bearers, being present shall form a quorum, without which number they shall not transact any business. At every sitting they shall, in rotation, take their turn in assisting the president to preserve order, and, refusing to do such duty, to be fined 6d.

RULE XIII.—*Branch auditors.*

1. Two auditors, who have been members for twelve months, except in new branches, shall be elected at the quarterly meetings. They shall each serve for six months, one retiring every quarter.

2. Their duties shall be to audit the income and expenditure of the branch for the two quarters next ensuing their election. They shall see that members' contributions are properly entered in the contribution books, and that the same has been correctly transferred (with other income) to the cash book. They shall see that the names are properly transferred every quarter, and the arrears correctly brought forward, with fines and levies (if any) added. They shall examine the expenditure, and insist on receipts for all items of expenditure. They shall examine and be satisfied that all who have received (or are in receipt of) any of the benefits of this society were in every case entitled to the same according to rule. They must examine the funds in the hands of the branch treasurer, and be satisfied that they correspond with the balance as shown in the quarterly report, before they sign the report. The auditors to be present at the quarterly meetings when the report is read, to give explanations if required.

3. Auditors to be paid as per scale No. 2 in appendix.

RULE XIV.—*Branch referee.*

1. Every branch shall, at the yearly meeting in November, appoint one of their members who has been two years a good member of the society (except in new branches) to be referee.

2. To whom the E. C. may apply or refer should any office-bearer of the branch to which he belongs neglect to do any of the duties devolving on him, and who shall see that any fine imposed on such officer for neglect of duty has been registered against him. He shall communicate to the E. C. any misconduct on the part of his branch officers, or any decision of his branch which he considers to be contrary to the spirit of the general or district laws.

When summoned to attend any meetings of his branch, for the performance of the duties of his office, he shall receive the sum of 6d. for each attendance; and if he neglects to perform any duty devolving on him, to be fined according to circumstances. He shall be provided by the branch with all necessary materials for the fulfillment of his duties.

RULE XV.—*Grievances or disputes of a member or shop.*

Any branch having brought before it any grievances of a member or shop, or any dispute between a member or shop and an employer, as to any of the existing or

understood regulations of the trade, shall use every means to get the same amicably adjusted, either by conference or arbitration, and shall, if the same course has been attempted previously by the branch committee, appoint some other members to confer or arbitrate with the parties disputing; and, failing an adjustment of the matter at issue, should a cessation of work, either by the member or shop, be resolved on by the branch, the secretary to immediately communicate the same to the E. C.

RULE XVI.—*Branch movement.*

1. When a movement for an advance of wages, the further reduction of the hours of labor, or any other cause is contemplated by any branch, the secretary to report all particulars to the E. C. and state the number of paying and payable members, the state of trade in the locality, the position of the society in the district, with the votes of the branch for and against the movement.

2. Before a stoppage of work can take place, the branch must have consulted the other branches of the society through the E. C., and the majority of the votes of the members voting must have been returned favorable. In the branch or joint branches about to cease work, two-thirds of the members voting in the branch or district branches having joint action, must have voted in favor of the cessation of work before such can take place. Every member of a branch about to cease work shall have an opportunity of recording his vote either at a special meeting or by voting paper.

RULE XVII.—*Branch special powers.*

1. That independent of the powers granted by Rules XV and XVI, branches may grant a cessation of work with alient of the funds of the society to any shop or squad in their locality, at any time they may consider themselves in a position to do so, without consulting the other branches of the society, in connection with the following objects: Piece-work, apprenticeship, overtime, reduction of the hours of labor to fifty-one hours per week, the conduct of parties acting contrary to or in violation of the laws of the society, or against refractory or non-members, and against the reduction of wages. The branch to at once communicate full particulars to the E. C. on such a cessation of work taking place. In the branch about to cease work, two-thirds of the members voting must have voted in favor of the cessation of work before such can take place.

2. Branches to have a discretionary power in censuring, imposing fines, or adopting any course that may be considered satisfactory with parties who may work in opposition to any decision of the branch or society; or who, after having been remonstrated with continue to work in opposition, or contrary to the spirit of the rules of the trade, the fines to be recorded against the member, and should be paid up before any benefits are paid to the member fined, but no branch to expel any of its members until such has been sanctioned by the society. When power to expel a member is sought by any branch, the C. E. to communicate with the member, and request him to forward a statement of his case for insertion in the report along with the application.

RULE XVIII.—*Branch by-laws and collectors.*

1. Branches to make their own by-laws, but they must not be contrary to the spirit of the general laws, and must issue them through the monthly reports, for the approval of the society.

2. Branches shall endeavor to get collectors appointed in all shops and squads in their locality. Collectors to receive 1s. per pound of commission. No branch secretary or treasurer can be appointed as collector, or receive commission on moneys collected.

RULE XIX.—*Branch decisions wherein the laws are silent.*

Any branch coming to a decision on any question wherein the laws of this society are silent, shall immediately forward such decision to the E. C., for insertion in the next monthly report; and should the E. C., or any branch tender an amendment in the monthly report following that in which the branch's decision was published, the question shall be voted on, and the decision, if confirmed by the branches, shall form a precedent to all other branches in cases of a similar nature until next alteration of rules, when they shall cease to exist; no precedent to be acted on unless those formed on the existing rules.

RULE XX.—*Branches submitting questions and appeals.*

1. Branches submitting any question for the consideration of the members of the society must do so through the monthly reports. Amendments to appear in the next

fortnightly return. The votes of the members of the various branches to be returned through the E. C., and published by them in the following monthly report in a tabular form, showing the majority and minority as recorded by the votes.

2. Any branch not satisfied with the decision of the E. C. on any question may appeal against the same to the branches. The branch appealing must send the appeal and statement of the case to the E. C. within one month for insertion in the following monthly report at least one week previous to the issuing of that report, and the E. C. shall, if desired by a majority of the appealing branch, publish their decision or comment along with the appeal. When the E. C.'s comment appears along with the appeal, no further statement to be made by the E. C. or any branch, but any branch may request additional information from the appealing branch, or the E. C., through the fortnightly return. But previous to such appeal, the branch may appeal to the delegate meeting of the branches. Any branch appealing to the delegate meeting, should such be called for the consideration of that branch's business alone, must find security for the expense thereby incurred (apart from the funds of the society); but no appeal can be made to any other authority than the votes of the members through the various branches of this society.

RULE XXI.—*Branch funds.*

Every branch shall forward to the E. C., at least quarterly, all moneys not required for their immediate local expenditure. If at any time the funds in the hands of the branch treasurer are not sufficient to meet the local expenditure, the office-bearers shall forward a duly signed order to the E. C. stating the sum required, and for what purpose it is required. In the case of a cessation of work, the office-bearers must forward weekly the number on the strike-roll entitled to benefit, and the amount required for general, strike, or branch purposes. Any branch refusing to do so, shall not receive any benefit from the funds of this society, until it has given entire satisfaction for such neglect of duty. When a strike or lockout is ended, immediate notice to be sent to the E. C., who will appoint auditors to audit the accounts in connection with said strike or lock-out, the audit to take place within fourteen days after the close of the dispute, and the auditor's report to be published in the reports not more than one month after the close of the dispute.

RULE XXII.—*Branches seceding.*

In any case where the majority of a branch may secede from the membership of this society, the books, documents, moneys, and property shall be held by the minority on behalf of this society; and should the entire branch secede, the E. C., on behalf of the society, shall claim all property, the members seceding having no power of appeal against such proceeding in any case.

RULE XXIII.—*Branch meetings and mode of conducting them.*

1. The managing committee of the branch shall meet once a week, or as may be agreed on, for the transaction of the general business of the society.

2. A general meeting of members of each branch shall be held in the beginning of every month for the purpose of hearing the reports of the committee and the reports of the society. The secretary shall read minutes of the branch committee's proceedings for the past month. All members are earnestly requested to attend these monthly meetings, when all the affairs of the society may be fully discussed.

3. The quarterly meetings of the branch to be called by bill, or otherwise, as may be deemed most advisable, and the monthly meetings to be specially called when the business is of a nature to render such a course necessary. It shall be the duty of every member to lodge with the secretary of his branch his post address for notification and other purposes; failing to do so, he shall be fined in the sum of 3d.; and for failing to notify the secretary of his branch of any change in his address within one month, he shall be fined in the sum of 3d. Good order shall be preserved in all meetings. Every member shall be obedient to a call of order from the chair on pain of a fine of 2d. for every offense. No personalities shall at any time permitted. All speakers to confine themselves strictly to the subject of debate. Any member entering any meeting, and acting in a disorderly manner, and so interrupting the business, shall be ejected by the members of committee upon an order from the chair. No member shall be allowed to address a meeting twice upon the same subject unless answering a question or explaining something he may have said previously. The first motion upon any subject shall be the original motion; all others upon the subject shall be amendments. After all amendments have been submitted, at the close of the debate, the member who submitted the original motion shall have the liberty of reply to the arguments and amendments urged against his motion, and must not exceed fifteen min-

utes in such reply, after which the amendments shall be put against each other successively, and the amendment having the highest number of votes shall be put against the original motion.

RULE XXIV.—*Special meetings.*

Any branch committee may call a special meeting of the members of the branch whenever they shall deem the business of sufficient importance. The special meeting must be called by bill, stating the nature of the business; or the members must be summoned individually before the proceedings of said meeting can be considered constitutional.

RULE XXV.—*Application for assistance.*

In cases where trades apply to any branch for assistance, the branch after due investigation, shall forward the application to the E. C. for insertion in the next monthly report, with the opinion of the branch as to the propriety of granting such assistance.

RULE XXVI.—*Arrangement with other trades.*

No branch to enter into any arrangement with any other trade, whereby expenses may be incurred, without the sanction of the association.

RULE XXVII.—*Stationery, &c.*

Branch books, stationery, rules, cards, &c., to be furnished by the E. C., and branches with 200 members and upwards to be allowed a copying-press and safe.

SECTION II.

RULE I.—*Application for membership.*

1. That any operative joiner or cabinet-maker, where cabinet-makers and joiners act together in trade matters, may become a member of this association on being recommended by two members, or by producing a surgeon's certificate that he is in good health, and signing a declaration (conformable to copy Nos. 3 or 4 appendix), and paying the sum of 5s. as entrance money, to be paid in six weeks from date of first installment, or whatever he may have paid will become forfeited. And should any member be found to be laboring under any disease at his admission to this section, calculated to render him in course of time unable to follow the occupation of a joiner or cabinet-maker, he shall not be entitled to make application for the £50 bonus for that disease under which he was laboring on being admitted.

2. Every member on entering this society shall declare his adhesion to the principles and purposes for which it was founded, and shall support and advance the interest of this society, and the objects thereof, so long as he continues at the trade. He shall also do everything in his power to extend the usefulness and enlarge the basis of the society, and shall give immediate information to the society of every violation of the working regulations of the trade, whether among members or non-members, and endeavor to make these and all trade regulations observed as extensively and as strictly as possible.

3. Those who have served a regular term of apprenticeship, to be admitted to the membership of this society for half the regular entrance-money, provided they apply within six months after the expiry of their term of apprenticeship.

RULE II.—*Qualification for benefits.*

1. Members entering this section of the society are not entitled to participate in its benefits until the expiry of six months from date when full entrance-money was paid, and until full six months' contributions have been paid, except such benefit be for the prosecution of an employer at law, or defense against prosecution on the part of an employer, or for the £50 bonus in cases of accident.

2. Members allowing their arrears to accumulate to a sum equivalent to six months' contributions, shall have no claim to benefit or protection from the funds of this society until such arrears (including all levies, &c.) have been reduced to 2s., and not till one month after all arrears had been so reduced. Branch office-bearers to deduct all arrears of contributions due to either section, fines, levies, &c., before paying benefit. When a fine of more than 5s. is imposed upon any member, the branch committee shall arrange for the payment of the fine by installments, so that the member may still be retained in benefit by paying the fine as arranged by the committee, no part of the fine to be added to arrears of contributions so long as the member pays

the installments as they become due, but should he neglect to pay the installments they may then be added to his arrears of contributions. Levies if not paid within three months to be added to arrears of contributions due to this section. And when a member is four months in arrears, the branch secretary shall notify the member to that effect, for which notification the member shall pay 2*d.*, and if he neglect to make payment till his arrears accumulate to a sum equivalent to twelve months' contributions, the secretary to write against his name in the branch books the word *expelled*, and may be readmitted on the conditions stated in Rule I, clause I, should he again make application.

RULE III.—*Payment of rules, reports, &c.*

1. On being admitted every member to pay 3*d.* for a copy of the rules. An entrance receipt card to be furnished, on which shall be entered the installments of money as paid, and when fully paid to receive a membership contribution card.

2. Members may be supplied with monthly reports and fortnightly returns, at 4*d.* each, through the E. C., by paying them six months in advance, and each office-bearer and member of committee to be supplied gratis.

3. No member to speak or vote in any branch if he is more than four months in arrears. No member to vote in any other branch but that in which he holds his card, unless he presents a transfer card from his branch showing that he is not four months in arrears.

RULE IV.—*Payment of contributions.*

Every member of this society shall receive a card, on which the secretary shall enter all moneys paid by him to the society. It shall be the duty of every member to see to the payment of his own contributions. Members may send their contributions, along with their cards, by a collector. Upon due payment of the contributions, the branch secretary shall attach his initials to the card. Members paying their contributions to a collector must see that their cards are properly receipted by the branch secretary, as they and not the society are responsible for the payments to the collector. The secretary shall enter each contribution to the credit of the member in a book for the purpose.

RULE V.—*Contributions and benefits.*

1. Members of this section shall pay a weekly contribution of 3*d.* to the funds of this society; and, when clear, members shall be entitled to the following benefits:

2. On the occasion of a cessation of work, lockout, or any other cause sanctioned by the society, every clear member shall receive the sum of 12*s.* sterling weekly, so long as such stoppage of work continues. Every member shall, during such stoppage of work, report himself once a day at the place of meeting unless allowed to do otherwise by the committee. Any member refusing to watch a struck shop, or job, or otherwise to aid the committee when called upon (within a radius of 3 miles) shall forfeit one-half of his day's strike allowance; and if any member has the offer of work procured for him, or is informed where he may procure work, in any ordinary shop not struck or locked out, and should he either refuse to accept or decline to look after such job immediately, he shall cease to be entitled to strike allowance from the date of such refusal or neglect unless otherwise authorized by the committee; and members being allowed by the branch to obtain employment shall, in the event of being paid off before the dispute is settled, be again entitled to strike allowance.

3. In the event of the loss of tools by fire, water, theft, or falling of walls, workshops, or building material, every clear member shall be entitled to compensation to the extent of the loss, but in no case to exceed £20 sterling, also the value of tool chest not to exceed £2 sterling. The branch to have the power to give an order to a tool-maker or other person to replace the tools lost.

4. Every member who has paid his full entrance-money, in case of an accident which prevents him ever again being able to resume his regular employment, shall be entitled to make application for the £50 bonus.

RULE VI.—*Tools compensation and conditions.*

Compensation for the loss of tools to be granted on the following conditions: Within seven days after the loss the member shall deliver a correct inventory of every lost tool to the secretary of his branch, who, with the assistance of the committee, shall endeavor to obtain all necessary information and report the same to the next meeting of the branch, which, if satisfied with the evidence (more particularly as regards the loss of tools by theft), shall order compensation to be granted. Members to give notice

at the district police office within two working days after the theft; failing to do so their claim will not be sustained. When stolen tools have been recovered by the police, but are not to be restored to the owner till the apprehension or conviction of the thief, the branch may order compensation to be granted on receiving a mandate from the member empowering the branch office-bearers to receive the tools so detained. The tools so recovered may be given over to the member if he returns the tools he got to replace those stolen, or their value. A member shall not be entitled to receive compensation for a higher class of tool than that lost. No compensation to be given for stolen tools unless, when practicable, the member has a lock-fast box or chest with him, for his tools' safe custody. Every member's tools to be properly stamped with owner's name; an impression thereof to be made upon or sent along with application. The committee, if fully satisfied, to have the power to grant one-half of the claim previous to the meeting of the branch. Any member guilty of fraud or imposition, either as to the loss of tools or the amount destroyed, to be dealt with by the branch according to the circumstances of the case. The committee to have full power to cause any member to make an affidavit before a sheriff or justice of the peace in every claim if they see fit.

Special clause in cases of loan.—If a member entitled to benefit borrow tools and they be lost (while in his possession), as stated in Rule V, section 2, clause 3, the society shall grant compensation for the tools. But if a member entitled to benefit lend tools to a non-member, or a member not entitled to benefit, and such tools be lost while in the possession of the borrower, they shall not be paid for from the funds of the society, the borrower in all cases being responsible for tools while in his possession.

RULE VII.—*Fifty-pound bonus.*

(1) *Accidental causes.*—Every member who is not more than six months (or 6s. 6d.) in arrears, shall, in case of accident which will prevent him from ever again being able to earn a livelihood as a joiner, be entitled to make application for this benefit, provided always that such accident did not occur through intemperance or other improper conduct. Applicants for this benefit must lodge their application, along with a doctor's certificate, with their branch secretary within twelve months from date of accident, or they will forfeit all claim to the same.

(2) *Other causes.*—Any member who is not more than six months in arrears and who has been a good member of this society for the period of fourteen successive years, having been rendered permanently incapacitated for the occupation of a joiner, in consequence of any cause that is not self-inflicted by indiscretion or improper conduct, shall be entitled to make application for the £50 bonus, said application, along with a doctor's certificate, to be forwarded to the branch secretary within twelve months after the member has ceased work, or he shall not be entitled to make application for this benefit.

Conditions.—Any member who has worked in opposition to any rule of the trade or any order of his branch, or against whom a fine has been recorded, shall not be entitled to make application for the £50 bonus, unless such member has been acquitted to the satisfaction of his branch, and paid all fines. On receipt of application for either of the foregoing benefits, the branch of which the applicant is a member shall appoint a doctor and delegate to investigate the case on behalf of the society, who shall report the result of their investigation at the first meeting of the branch thereafter; the branch to have power to delay the case for three months, when such a course is considered advisable. The branch (if satisfied with the justice of the claim) shall direct their secretary to forward the applicant's certificates, along with the decision of the branch and the doctor's and delegate's reports to the E. C. for insertion in the monthly report, in order to submit the case to the votes of the members. The E. C. to publish the result of the voting in first monthly report after the application has been published. In cases where two or more amendments have a collective vote exceeding that of the motion, the E. C. to submit the highest amendment along with the motion for another and final vote. If by a majority of votes the decision is in favor of the applicant, the money shall be paid within one month after the publication of the votes; but, should the member die before the 12th day of the month in which his claim is voted upon, the money shall not be paid. If the decision be against the member, the same shall be held as final and binding, without any appeal to any court of law. On the application being forwarded to the E. C., they may, before submitting the same to the society, if they consider there is a possibility of restoring the applicant, or that he is in a rapidly declining state of health, place him (or authorize the branch to place him) under whatever professional man they may think proper, the expense to be defrayed from the general fund of the society; and if he be declared incurable, the same to be inserted in the monthly report not later than two months after the application was delayed by the E. C.

RULE VIII.—*Members having received the £50 bonus.*

Any member having received the £50 bonus shall not be entitled to again apply for the same benefit. But should the member be able at any future time to resume his regular employment he may remain or become again a member of this section, and shall pay to the funds of this section the sum of 3d. weekly, but be entitled only to the insurance of tools benefit, and benefit on a cessation from work, sanctioned by the society.

RULE IX.—*Payment of bonus.*

The disabled members' bonus to be paid out of the funds of section 2 as long as the funds of that section amount to £4,000. When the funds of section 2 are under £4,000 the E. C. shall have power to levy the members such sum as may be required to meet the bonuses granted.

RULE X.—*Legal proceedings.*

Any member requiring to prosecute an employer or other person at law, or defend himself from prosecution on the part of an employer or other person in connection with trade matters shall submit his case to the consideration of the committee of his branch, and if the committee approve of such prosecution or defense, the expenses of the same shall be defrayed from the funds of the society.

RULE XI.—*Victimized members.*

Should any member of this society be discharged from his employment for taking a leading or active part in bringing any grievance before his employer for redress, or urging the claims of this society upon members of the trade, or because he is a member of this society, or for any cause which may be considered by the society to be similar or equal, on such a member proving to the satisfaction of his branch that he has been so discharged or victimized, he shall (subject to the approval of the E. C.) receive from the funds of the society (provided always nothing but legal and constitutional means have been used) the full amount of his wages until he procure employment, said benefit to cease and determine when he has procured employment or the offer of employment has been procured for him; and if a majority of his branch consider it desirable, and approved by the E. C., to remove him out of the district, he shall then be entitled to all privileges of a victimized delegate. No member who is discharged in a locality where a strike is going on shall be entitled to victimized allowance under any circumstances.

RULE XII.—*Members appealing for redress.*

Any member feeling himself aggrieved by any decision of his branch may appeal for redress to the E. C., notice of such appeal to be given at the meeting of the branch when the decision is come to. In cases of claims for benefit or members fined being decided in absence, the branch secretary to notify the member claiming or who has been fined within three days of the decision come to. If the member intends to appeal against the decision come to he must send notice to the secretary of his branch three days after receiving notification of the decision of the branch. If not satisfied with the decision of the E. C. he may appeal to the votes of the members, whose verdict shall be final and binding in all cases. In the event of a branch sustaining a claim for benefit, and the decision appealed against to the E. C., should the E. C. reverse the branch decision, the member who made the claim has the right of appeal to the branches if the branch has not appealed; said appeal to be lodged with the E. C. within one month of the date when the E. C.'s decision was intimated at the branch meeting; the appeal and the E. C.'s decision or comment to appear in the same monthly report when desired by the member appealing. When the E. C.'s comment appears along with the appeal, no further statement to be allowed by the E. C., the member appealing, or any branch; but any branch may request information from the appellant or the E. C. through the fortnightly return. The secretary of any branch from which a member appeals to the E. C. shall only furnish the E. C. with the facts of the case as brought out in the branch meeting. The appeals to be sent to the E. C. within one month after date of decision appealed against.

RULE XIII.—*Members transferring.*

Any member intending to remove from one branch to another shall receive a transfer card from the secretary of the branch he intends leaving. If he neglects to do so, no

secretary can admit him without first writing to the branch the member left to ascertain his arrears, or any other matter that may stand against him, for which letter the member shall pay the sum of 2d., and any secretary so writing shall inclose postage stamp for reply. Members removing to a locality where there is no branch of this society shall continue to pay the regular contributions to this section into the most convenient branch, and shall be entitled to all the provisions and benefits of this section, provided always such removal is not without and beyond the common boundaries of the British Isles. In the event of a notice being sent to any member and not reach him, through his having neglected to leave his proper address, he shall, notwithstanding, be held to know the rules.

RULE XIV.—*Members exempt from contributions.*

Members to be exempt from contributions to this section when sick, or unable, through disease (not brought on by any immoral conduct or indiscretion of their own), or any other cause not under their own control, of following their regular employment. Notice of such sickness or other cause to be sent off to the secretary of his branch within one week thereafter, or exemption will only be allowed for one week previous to the notice. They shall give notice within one week after resuming their employment, or they will be liable to a fine of 1s. Branches to be furnished with a book, in which the names of all members claiming exemption shall be entered, and they shall report, or send notice every week to the branch secretary so long as they claim exemption.

RULE XV.—*Members removing, becoming employers, or leaving the trade.*

That any member removing beyond the boundaries of this society, or becoming an employer, shall cease to contribute, and not be entitled to any benefits, or take part in any of the business of this section; but should the member return within the boundary of the society, or resume work as an operative joiner, he shall be readmitted to the benefits of this section free of entrance-money, provided he has not been guilty of any misconduct, and obtained a clearance card at the date of said removal, starting of business, or relinquishment of the trade, and presented the same to the branch he is desirous of joining within three months after such return or resumption of work.

RULE XVI.—*Members becoming managers of works.*

That members becoming managers, clerks of works, or first foremen, may still remain members of this section and be entitled to its benefits, by paying the regular contributions and conforming to its laws; but they shall not be required to act with the journeymen in the same employment in the event of a cessation of labor taking place; but should they during such cessation begin to work with joiner's tools, their position shall be considered lost, and they may then be dealt with as refractory members.

RULE XVII.—*Members going to sea.*

Any member going to sea as a joiner, by giving notice to the secretary of his branch, and making payment of 5s., which sum will be entered as contributions at the rate of 1d. per week during his absence, shall, in the event of loss or destruction of tools, be entitled to the insurance thereof, as laid down in Rules V and VI of this section, but must, previous to his sailing, leave an inventory of all tools he is about to take with him with the branch secretary; the branch to have the power to appoint two of the committee to inspect his chest previous.

RULE XVIII.—*Apprentices.*

Boys or other individuals entering the trade to be bound to serve an apprenticeship of such term of years as branches may think proper, to enable them fully to acquire a thorough knowledge of the trade. Apprentices already at the trade and not bound, branches shall use their utmost endeavor, in a peaceable manner, to get them and their employers to enter into such an agreement as shall be considered sufficient for the welfare and interests of the trade. Apprentices bound leaving their employers before the expiry of their term of apprenticeship, members and branches shall use every legal and constitutional means to make them return and fulfill their engagement; and employers discharging apprentices before the expiry of their engagement, members, through the society, shall endeavor to effect a reconciliation.

SECTION III.

RULE I.—*Application for membership.*

Any member of the trade section may become a member of this section who is recommended by two members as a fit and proper candidate for membership, or by producing a doctor's certificate that he is in good health, and free from all diseases calculated to endanger life. The branch officers may, if they deem it necessary, appoint, at the expense of the society, a surgeon to examine the applicant, but the applicant to pay for his own certificate; he must also produce a certificate of age if required to do so. Members joining this section shall sign declaration No. 5 in appendix. No member to be admitted to the benefits of this section who is above forty-five years of age. Applicants to be admitted according to the following scale: Under twenty-five years, 2s.; from twenty-five to thirty years, 3s.; from thirty to thirty-five years, 5s.; from thirty-five to forty years, 7s. 6d.; from forty to forty-five years, 10s.; and none to be admitted above forty-five years.

RULE II.—*Amount of contributions and members in arrears.*

Every member of this section to pay as contributions the sum of 4d. weekly (independent of the trade section payments, both to go into the common fund of the society, but a separate account of each to be kept). Any member of this section neglecting to pay his regular contributions for three months shall pay a fine of 3d., and if failing to pay for four months, the secretary of the branch shall send him the printed form furnished by the E. C., one week previous to suspension, for which notification he shall pay 2d. If paying his arrears at first meeting after such notification, he shall be considered a good member, and entitled to aliment if claiming such at the time. If failing to clear up his arrears at first meeting, he shall be suspended from benefit for four weeks after he has cleared the books. When any member allows his arrears to this section to amount to a sum equivalent to eighteen weeks' contributions, he shall be suspended from all benefit for four weeks after he has cleared up his arrears. No member shall be entitled to claim benefit if eighteen weeks in arrears, although the branch secretary may not have sent him the printed form intimating his position; and should any member neglect paying for twelve months, or allowing his contributions to be in arrears to a sum equivalent to twelve months, he shall cease to be a member and forfeit all he may have paid into this section, and can only be readmitted by paying a new entrance fee, according to rule.

RULE III.—*Sick benefits.*

All members of this section, three months after date of entry, and having paid in full three months' contributions, who, by sickness or accident, are rendered unable to follow their regular or any other employment or usual avocation for three full days shall be entitled to benefit from the funds of this section according to the following scale: For thirteen weeks, 12s. per week; for thirteen weeks, 9s. per week; for twenty-six weeks, at 7s. per week; and to continue at 5s. per week until recovered. Any member declared off the funds before the expiry of fifty-two weeks, and declaring on again from the same cause before the expiry of twelve weeks, the time to be added together and proceed according to rule, but if from a different malady, or should an accident occur during the twelve weeks, the aliment to commence as in the first instance.

RULE IV.—*Members claiming benefit.*

1. Any member claiming aliment in case of sickness or accident must, within two days from date of such trouble, send notice to the secretary of his branch, agreeable to form No. 6 in the appendix (if more than three days unwell before making application), will not receive aliment anterior to date of surgeon's certificate, or more than two days prior to date of such claim being made. Sick members from home on being called on by the visitor without leaving a satisfactory reason for absence shall be fined 1s. Any sick member known to do anything likely to be prejudicial to his health, or may be the means of preventing his recovery, shall be suspended from all benefit for one month.

2. The secretary on receipt of an application shall order the visitor residing nearest the applicant to visit him within twenty-four hours, who shall continue to visit at least once every week so long as sickness continues. The committee may appoint a cross visitor to visit the member, the visitors to sign their names in a book for that purpose each time they visit, the book to be produced on application being made for any balance due on recovery. Sick members to be paid every week by the visitor,

who shall be supplied with a hook which the sick member shall sign when the money is paid; the visitor shall see that the secretary deducts all arrears due to either section by the member.

3. Members declaring off the funds must, within two days after recovery, send notice (conformable to form No. 7 in the appendix) to that effect. Failing to do so they shall forfeit any balance due since last payment.

RULE V.—*Members residing at a distance.*

Any member whose residence is more than 3 miles from the branch's place of meeting shall not receive any aliment in case of sickness until he has forwarded to the secretary of his branch a surgeon's certificate, or the claim must be attested by two respectable householders in the place where he resides, stating the nature of his complaint, the certificate or attestation (if deemed necessary) to be renewed every time application is made for money, or his aliment will be discontinued. Such member may have his money remitted by the society by deducting expense incurred, or in any other form agreed to.

RULE VI.—*Sick members removing.*

1. If the medical attendant of any sick member certifies that a change of residence would tend to improve his health, and states the time thought necessary for that purpose, it will be competent for the branch in which he is a member to advance a sum not exceeding £2 sterling to bear his expense, to be repaid by deducting 2s. per week from his sick allowance. And any member removing to within 3 miles of any other branch than that of which he is a member the branch nearest, if requested by his branch secretary, shall send a visitor weekly to see that he is not imposing on the society. Should the member's health not be sufficiently improved at the expiry of the time granted, and be desirous of remaining, he must write to the branch for permission, inclosing a surgeon's certificate, stating what extension of time he may consider necessary. Should the sum advanced not be refunded when he recovers he shall pay the balance within twelve weeks from the date of declaring off the funds, or he will not be eligible to the benefits of this section till one month after he has done so. Any member who is granted these provisions must send every twenty-eight days a notice as to the state of his health, attested by two respectable householders of the place where he is residing, or his aliment will be discontinued. Any member so situated, his money to be remitted as stated in previous rule. Any member removing without the sanction of his branch, unless he has previously lodged a doctor's certificate to the effect that a change would be beneficial to his health, shall forfeit his sick allowance from the date of removal to the date of sanction being granted.

2. No member to be allowed sick aliment who removes out of the British Isles.

RULE VII.—*Members imposing.*

Any member applying for or receiving aliment, and who has been the means of bringing disease on himself through any immoral conduct or indiscretion of his own, shall not be entitled to receive any benefit from this section during such sickness or inability to follow his usual occupation; and if proved that at his admission false statements were given relative to the health of himself or his wife, or that he in any way deceived the society, the office-bearers shall suspend him during investigation and pending the decision of his branch. Any member dissatisfied with the decision of the branch may appeal to the E. C. and to the votes of the branches, whose decision shall be final and binding; and if imposition has been proved he shall then be expelled, being held responsible for such, and forfeit all further claim to this society.

RULE VIII.—*Duty of secretary on receipt of application.*

The secretary of any branch receiving application from a member for aliment, must communicate the same to the E. C. in next monthly report, stating nature of disease, stating how the member stands in the books, with any other information necessary. The same to be followed on any member declaring off the funds.

RULE IX.—*Registration and removal.*

Every member of this section shall be registered in a book for that purpose, stating age and place of abode, with date of entry. Any member removing from former residence must give information of the same, with name and number of new residence, and all other necessary information, at the meeting of branch officers next after such removal, so that he may be easily found in case of sickness, or being called as a visitor; failing to do so, to be liable to a fine of 6d. Members removing to any

part of the British Isles where there is no branch of this society, by remitting every twelve weeks the sum of 4*d.* per week, will be eligible to the benefits of this section, provided they have informed the branch they left of their intention of so doing. Any member removing beyond the boundary of the British Isles shall cease to be entitled to the benefits of this section; but should such member return and resume work, he may be readmitted free of entrance money, on signing the declaration, and otherwise, on the same conditions as a new member, provided he obtained a clearance card at the date of said removal, and presented the same to the branch he is desirous of joining within three months after his return.

RULE X.—*Funeral allowance for members.*

At the death of a free member (six months after date of entry, and who has paid in full six months' contributions, and who is not more than three months in arrears), his wife, next of kin nominee, or trustee shall receive £6 sterling to defray his funeral expenses, his arrears, if any, to be deducted; and after twelve months' contributions the sum of £12 on the same conditions. Any member going to sea, by intimating the same to the secretary of his branch, and finding security for the payment of his regular contributions, shall be entitled to funeral allowance only should death occur during the voyage, and shall be paid to his wife, or next of kin by their producing satisfactory evidence of his death to the officers of his branch.

RULE XI.—*Funeral allowance for members' wives if registered.*

Any free member, not more than three months in arrears, on the decease of his lawful wife, providing she has been registered according to rule, shall receive the sum of £5 sterling, £7 to remain for his own funeral expenses. Any member receiving funeral allowance for a wife shall not be entitled to receive allowance for any second wife. Any member, from whatever cause, ceasing to be a member of this section, and having at any time received £5 for a deceased wife, cannot, on re-entering, participate in this benefit. No member to have more than £12 sterling as funeral benefit for himself and wife. Any member who wishes to become entitled to the foregoing provisions at the death of his wife, must have, six months previous to her decease, produced a surgeon's certificate as to the state of her health, which, if satisfactory to the branch office-bearers, her name and age to be registered in a book for the purpose. None to be registered who are more than forty-five years of age. No funeral allowance to be paid on account of the death of a member's wife until information of the death has been sent to the E. C., and their sanction obtained to the payment.

RULE XII.—*Application for payment of funeral allowance.*

At the death of a member entitled to the foregoing provisions, as stated in Rule X of this section, notice, conformable to No. 8 in appendix, shall be sent to the secretary of the branch of which he is a member, within twenty-four hours after decease, the secretary to satisfy himself (either by calling on the member's medical attendant or otherwise) that such information is correct, and if found satisfactory, he shall give his order to the treasurer to pay the sum of £7 sterling, until he shall make inquiries at the G. S. as to whether the member has received funeral money for his wife, the balance, if any, to be paid within one week after he received information. If the death of a free member, or his wife entitled as above, takes place more than three miles from the branch place of meeting, the nearest relative or nominee must send, along with a surgeon's certificate, stating the cause and time of death, one signed by either the public registrar, justice of peace, or minister of the locality previous to the funeral money being paid. The branch secretary to communicate the cause and time to E. C.

RULE XIII.—*Members dying without relatives.*

At the death of a clear member (who is entitled to the benefits of this section) who has no near relative, and who has not appointed either a nominee or trustee, the branch-officers shall see that he is decently interred, the expense of his funeral not to exceed £10; and should his next of kin apply within twelve months thereafter, the balance to be paid; failing such application, it shall remain in the funds of the society.

RULE XIV.—*Members relinquishing the calling of a joiner.*

Any member becoming an employer, or who may, from satisfactory reasons, relinquish the calling of a joiner, may remain a member of this section by conforming to its laws and paying the regular contributions, and be entitled to the sick and funeral benefits according to rules.

RULE XV.—*Superannuation benefits.*

Any member fifty years of age, who has been ten years successively a good member of this section, shall receive 3s. 6d. per week, and if fifteen years successively a member without receiving this benefit shall receive 5s. per week until his death (if applied for), should he be out of regular employment. He shall be allowed to earn half the usual amount of wages of the locality in which he is employed, at any business or calling at which he can obtain employment. Any member after having accepted the superannuation allowance shall not be entitled to receive any of the other benefits of this section, except funeral money; and if he continues to work at the trade after accepting this allowance, and concludes to pay the contributions to the trade section of benefits, he shall be entitled to receive insurance and accident benefit only, in accordance with the laws laid down for the same.

SECTION IV.

RULE I.—*Election of seat of government.*

Any branch with sixty free members will be eligible to stand for the seat of government; the branch appointed to hold that power for three successive years. The same branch may again stand for election if desirous to do so. Branches wishing to stand for that position shall make application for the same in the report issued in September two months previous to the time of election. The branches within a radius of three miles of the branch elected as the seat of government shall appoint the E. C. from their members in proportion to their membership, who have been at least one year members of the association, who have served previously six months on a branch committee, who are not more than three months in arrears, and who do not hold any branch office or are not members of a branch committee.

RULE II.—*Election and remuneration of E. C.*

The E. C. shall consist of nine members (exclusive of the general secretary) who shall serve for one year, the minority and majority retiring alternately every six months. They shall meet at least once every week to transact the business of the association, and shall receive the sum of 6d. for each attendance, and if absent without giving satisfactory reasons, to forfeit that sum and be fined 6d. besides. A majority to form a quorum. No financial or other business to be transacted unless before a constituted meeting of the committee. They shall elect from their number a chairman and vice-chairman, who shall continue in office till the expiry of their term on committee; and on their retiring, the committee, at their next meeting, to elect two of their number to fill the vacant offices.

RULE III.—*Duties of finance committee and E. C.'s referee.*

The E. C. shall appoint two of their number to act as a finance committee, who shall keep a check of all moneys received and disbursed by the G. S., and shall be responsible, along with the G. S., for the proper lodging of all moneys in a bank or other secure place as may be agreed on, and shall see that the G. S. has not more than £50 sterling of the moneys of this society in his possession at one time. They shall also appoint two of their number, who, along with the G. S. shall superintend all printing and purchase all stationery, &c., for the society. They shall also appoint a referee, to whom branch secretaries may apply, when the neglect of the G. S., renders it necessary, and award him a remuneration for his services. He shall be furnished with a book, in which all business he transacts shall be registered, such book to be laid before the delegate meetings when held, and in the event of no delegate meeting being held in any one year, a copy of the referee's book, since last examined, to appear at least once in each year, in the monthly report issued in September.

RULE IV.—*Election and duties of general secretary.*

The general secretary shall be elected at the branch meetings in November (the term of office when elected to be for three years, commencing 1st February) subject to re-election. Any member who has been two years a member, and who has served six months on a branch committee, and who is not three months in arrears, may make application for the office. Application to be made to the E. C. two months previous to the time of election, the names and addresses of applicants to appear in the monthly report issued in September, when any branch may nominate any of the applicants, or any member having the qualification for the office, the nominated candidates to appear in a list in the monthly report in October following. All branches to vote, and return

an accurate list of the votes recorded in favor of the respective candidates, in time for insertion in the monthly report issued in November. The E. C. to make up the list showing the votes recorded in each branch for the different nominees, the one having the highest number of votes to be the one selected, who, when elected, shall require to find satisfactory security to the society for all moneys passing through his hands; failing to do so his election to be canceled. He shall have a seat, in virtue of his office, in the E. C. He shall attend all meetings of the E. C. and record the names of members present, minute all proceedings of the E. C. in a book for the purpose. Heshall read to the committee all letters received and copies of all letters sent by him on the business of the society. He shall keep all documents, accounts, papers, &c., belonging to the society, in such a manner and place as the committee may direct. Heshall produce a detailed account of the postages each meeting night, and state the number of reports and letters posted, and where to. He shall keep a general registration-book, in which the names of all members of the society, and their wives' names, if registered, shall be entered, stating when and where admitted, or readmitted, with age, and whether the member has received any part of the funeral money. The secretary of each branch to furnish him with the necessary information for properly keeping the same. He shall go all delegations, when his time shall permit, and when on such delegations to be remunerated, with the exception of wages, same as any other delegate. All moneys transmitted to the E. C. to be drawn by the G. S. and to be reported to the E. C. on the meeting night next ensuing. All moneys sent by the E. C. to be remitted by the G. S. He shall keep an accurate account of all sums received or sent by the E. C., with all vouchers for payments made. He shall not pay any account until it has been passed by the E. C., and an order to pay signed by the acting chairman. He shall issue a monthly report of all financial transactions, stating the condition of trade, &c., as received from the branch secretaries; the decision of any branch, or that of the E. C. on any matter wherein the laws are silent, also the returns as received from the branches showing the votes for or against on any subject upon which the members have been consulted through the E. C. He shall compile the quarterly and yearly reports in the same manner, the half-yearly reports to contain a detailed account of the expenses of the E. C. for the half year. The yearly report, besides containing a full report of all financial transactions for the year, as passed by the annual auditors, shall have a list of all branch meeting-houses, and the dates of all regular meetings inserted, with the names of the secretary and referee of each branch, the names of the G. S. and referee of the E. C. The G. S. shall lay the monthly report before the E. C., and get it signed by the chairman previous to publication. The half-yearly and yearly reports to be signed by the auditors and the chairman of the meeting, when the auditors make their report, if approved of. Monthly and quarterly reports to be sent to each branch within two days after being signed by the chairman, and yearly reports to be sent to the branches within one month after being signed by the annual auditors. Reports intended for branches whose returns come to hand after the time specified by rule, he shall send to the referee that the fine may be enforced. The G. S. to devote so much of his time as the society may deem necessary for the dne performance of the business of the association, and shall be remunerated for his services as the society may determine. Heshall be paid the expense of removing himself and family to where the central branch is situated; on resigning, he shall require to give, if possible, two months' notice of his intention to the E. C.; in the case of death, removal, or violation of the rules, the E. C. to appoint a member *pro tem.*, who shall officiate till such time as the members of the society elect another.

RULE V.—*Appeals, delegations, and levies.*

The E. C. shall decide all cases of appeal, such decision to be final and binding, unless appealed against to the delegate meeting, or the votes of the branches. They shall determine everything wherein the rules of the society are silent, such to be binding, unless appealed against within one month. No branch to be opened in connection with this society without the consent of the E. C., to whom all applications for such purpose are to be made. When a delegate is required to open a branch, the E. C. to appoint the delegate or nominate the branch from which the delegate is to be appointed. Delegates chosen for this purpose must be qualified to instruct the new members in the proper manner of keeping the books and transacting the business of the society. The E. C. may, on the application of any branch, appoint a deputation to visit any locality, to promote or further the interest of the society. They may consult the members on the propriety of raising a contingent or benevolent fund, or a fund for granting assistance to other trades. In all cases when the E. C. require to consult the members of the society on any particular question, the majority of votes to be decisive, unless otherwise specified. They shall have no power to enforce levies, unless otherwise specified, until such have been adopted by a majority of the members voting in all the branches. When the levy is for granting assistance to any other trade, or the raising of a contingent or benevolent fund, the votes returned

must be two for to one against before the E. C. can enforce the levy. The E. C. to have the power to draw on the funds whenever the votes have been returned, to the extent of three-fourths of said levy.

RULE VI.—*Day meetings and auditors.*

If it be found necessary for the E. C. to hold day meetings, they shall be paid the same as delegates on society's business. They shall see that an abstract of their own proceedings is inserted in every report issued. The accounts of the E. C. shall be audited every six months by two of the incoming and two of the retiring members of committee—who shall be paid for so doing—when all receipts and other documents connected with the money transactions of the E. C. must be produced, examined, and compared with the income and expenditure in each report, the statement of the auditors to be inserted in the report for the following month.

RULE VII.—*Propositions from branches and comments of the E. C.*

The E. C., on receiving a proposition from any branch, if in accordance with the laws, to be inserted in the following monthly report, and, if desired by a majority of the members of the branch from which the proposition emanates, the E. C.'s comment to appear with the proposition, otherwise the E. C., not to comment on propositions until the following fortnightly return, and propositions to remain before the society open to amendments until the issue of the fortnightly return; the amendments in all cases must reach the G. S. not later than the 26th of each month; but upon the unanimous vote of a legally-called meeting of a branch for a rise of wages, in a district where no by-laws exist, it be imperative on the part of the E. C. to issue a special report, which may be voted on in the first return. In cases of emergency, such as applications for aid from other trades, or imminent cases in our own, the E. C.'s comment to appear with the proposition. The E. C. shall have the right of moving propositions, same as branches, but shall in no case submit them to the vote without being previously before the society, open to amendment. Any branch having submitted a proposition to the society shall have the power of replying to the argument urged against it in the E. C.'s comment, previous to the vote being taken thereon. Branches wishing to exercise this power in any case must intimate the same to the E. C. along with their proposition. When the E. C.'s comment appears along with the proposition, only the branch which has claimed the right of reply will be allowed to make any statement on the subject previous to the vote being taken. Any branch may request further information from the E. C. or the branch submitting the proposition, through the fortnightly return. Propositions from the E. C. or any branch not to exceed half a page of the reports, and E. C.'s comments not to exceed half a column for each column on the subject; the same to apply to other communications for insertion in the reports.

RULE VIII.—*Institution of legal proceedings.*

The E. C. shall institute all legal proceedings against all officers or members who may in any way defraud the society, and against all trustees, officers, and branches who may refuse to sign and deliver up to any persons appointed by the society to receive the same all checks or other documents which may have been intrusted to their care or which require their signature. When a branch is entirely closing all connection with this society, and failing to transmit all moneys, books, box, and property of the association, with a correct balance-sheet, to the E. C., the G. S. to be empowered to take all legal proceedings to recover the same as property of the society.

RULE IX.—*Emergencies with other trades.*

Should any emergency arise requiring the united efforts of the building or other trades, the E. C. may appoint a delegate to meet the delegates of said building or other trades, to confer together on the character of the emergency, the delegate to report fully and correctly to the committee, who, if they deem it essential to the general interest of the trades to act immediately in concert, shall co-operate in forming an associated central conference to carry out the objects contemplated, and be allowed until such time as the decision of the branches is known to expend the sum of £1 sterling in furthering said objects.

RULE X.—*Cases of misconduct and committee of inquiry.*

Where the E. C. have good grounds for believing there has been misconduct on the part of the G. S., or any member of the E. C., or any branch officer, the E. C. to have

the power to suspend the member for two weeks previous to him being served by the E. C. with a copy of the accusation laid against him, and he shall have full power to make out a statement of his case within one month, and have it inserted in the next report. The central branch to appoint a committee of inquiry of not less than nine members, who shall investigate the case, and lay the whole facts of the case before the society, if possible, in the same report as that in which appears the statement of the accused, when the E. C. or any branch may move in any manner they may deem advisable in next report. Amendments to appear in fortnightly return, and votes taken at next monthly meeting thereafter. The majority of votes recorded in favor of any proposition shall be decisive; the accused to hold no office until the decision is known; the E. C. to notify the accused the decision arrived at; and should any other circumstance arise than that provided for in the first part of this rule, it shall be competent for the society to appoint such other committee from any branch or branches that the circumstances of the case may warrant.

RULE XI.—General fund and election of trustees.

That all moneys collected for or on account of this society, on being received by the E. C., shall go into one common fund, and be appropriated to no other purpose than set forth by the rules and laws thereof. All moneys not immediately wanted shall be deposited in such bank or banks as may be agreed on; a part of it, as a working fund, to be entered in the name of the association and three trustees, and the G. S. The working fund not to be less than £500; when it exceeds £1,000, £500 shall then be lifted and deposited with whatever may have been deposited as a sinking fund, the sinking fund to be entered in the name of the association, eight trustees, and the G. S. The trustees of both funds to be appointed by the E. C. from their members. No money to be drawn from the working fund, except by the G. S. and two trustees. No money to be drawn from the sinking fund without the signatures of six trustees and the G. S.; the trustees of both funds not to give their signature to any document for drawing money without a letter from the E. C., signed by the chairman, authorizing them to do so. Trustees to be paid, if necessary, while drawing money during working hours. The names and arrears (if any) of the trustees of both funds to be published in every quarterly report, and if more than three months in arrears their names to be erased, and others appointed in their place.

RULE XII.—Separation of funds and levies.

1. That while the moneys of both sections of the society shall go into a common fund, the amount collected for each, as shown at the yearly balance, shall be available for all the purposes laid down in the rules of that section for which it is contributed, and for that section only. Whatever the working expenses of both sections may be in any one year, the working expenses of section 3 shall not be rated at more than 1s. 6d. per member per year.

2. The E. C. being empowered to raise a levy for either of the sections as occasion may require, so as to meet all demands made thereon; levies for any other purpose to be adopted in accordance with the existing laws of the society.

RULE XIII.—Appropriation of the funds.

No part of the moneys of this society shall be devoted to any other purpose than is set forth by the rules and laws thereof, unless such other appropriation of the funds be agreed upon by the members. Notice of such other appropriation must be entered on the minutes of the E. C. four weeks previous to the vote being taken, either by notice of motion supported by three members of the E. C. or one branch—such notice to be published in the monthly report next ensuing the intimation. The various branches to convene special meetings if the sum asked exceeds £50 sterling for the consideration of such business. The members voting in all the branches must show a majority in the ratio of three for to one against, ere the E. C. have the power to devote the money so given notice of towards such other appropriation.

RULE XIV.—Election of annual auditors.

Three auditors shall be elected from the society, who, along with the G. S., shall audit the accounts of the society at the end of the year. No branch which has had a member elected and who has acted as auditor will be eligible to nominate another auditor for six years. No member who has been a member of the E. C. for any part of the current year will be eligible for nomination. The names of candidates to appear in the monthly report for September in each year. The votes to be returned in time for publication in the monthly report for October. The members having the highest number of votes to be elected, and to serve for three successive years, one retiring each year. No member who has been elected as annual auditor can be appointed as a member of the E. C. until his term as auditor is completed. In the event

of any auditor being unable to serve for the second or third time, he must intimate the same to the E. C. not later than the 10th October, so that another may be appointed in his stead. These three auditors will also assist the G. S. in making up an abstract of whatever may be considered of interest to the society, either as a résumé of the past year or as a guide to future proceedings. Each member to be supplied with a copy of this report gratis. Auditors performing these duties shall work seven hours per day, for the first five days of the week and four hours on Saturday and be paid the same as delegates.

RULE XV.—*Extraneous matter.*

That all extraneous matter or business, not strictly concerning the affairs of the trade, shall not under any circumstances be introduced into meetings of this society, and nothing of that nature shall be conducted in the name of the society; and no office-bearer shall use his name in connection therewith, in the capacity of an office-bearer of this society.

RULE XVI.—*Alteration of rules.*

No alteration of, or addition to, existing laws of the society can take place until such alteration or addition has been first submitted to a delegate meeting (which shall be convened if a majority of two-thirds of the members voting at meetings called for the purpose in August of each year decide in favor of such a meeting), or the votes of the members, which shall be done in those years that no delegate meeting is held, if two-thirds of the members decide in favor of altering any of the rules by this method at meetings held for the purpose in October of each year, after it has been decided that no delegate meeting is to be held in the following year. When it has been decided that the rules are to be altered by the votes of the members, a special committee of not less than thirteen and not more than twenty members shall be appointed by the branches as may be decided on. Said committee to have full power to decide finally upon all proposed alterations, unless those affecting any of the benefits, either by increase or decrease, or the rates of payments by the members. All proposals on these matters, along with the committee's opinion upon them, to be submitted to the branches for a final vote. The proposed alterations or additions to be forwarded to the E. C. (along with the branch monthly report for November), who will then issue them in a special report to the branches. The propositions to lie open six weeks, after which they will be submitted to the votes of the members. No dissolution of this society, or abrogation of any of its benefits, can take place until the members have all been summoned by circular by their respective branches to meetings for the consideration of that question, and not till three-fourths of the members have recorded their votes for such dissolution or abrogation.

SECTION V.

RULE I.—*Delegate meetings.*

The E. C. shall have the power to call an intervening delegate meeting, on request of any branch, or, if they as a committee deem it necessary, by consulting the members and obtaining a majority of two-thirds of the members voting at meetings called for the purpose. Branches having 100 free members and upwards shall be entitled to send a delegate. Any two or more branches, whose members conjointly number 150 members and upwards, may unite and send a delegate. Every delegate shall be elected by a majority of the members present at a general meeting for the purpose, held at least two weeks previous to the delegate meeting. No member can be elected who is more than four months in arrears. The chairman of the E. C. shall be chairman of delegate meeting.

RULE II.—*Power of delegate meetings.*

The delegate meeting shall not have the power to make, alter, or rescind any law, unless the proposed addition or alteration has been given notice of to the various branches six weeks previous to such meeting, such propositions to be read at the regular branch meetings intervening between such time and a general meeting called for the purpose of considering the same. Each secretary must send the propositions of his branch to the E. C. at least two months previous to the delegate meeting. Copies of such propositions to be furnished each branch by the G. S.

RULE III.—*Attendance and remuneration of delegates.*

Every delegate must remain at the delegate meeting until the business is concluded. He shall not absent himself unless he gives a satisfactory reason to the meeting, and permission be accordingly granted. Any member delegated on the society's business shall be paid as wages the sum of 7s. 6d. daily (Sundays excepted), and when dele-

gated on business not more than 3 miles from their place of residence shall be allowed as expenses the sum of 2s. daily; if more than 3 miles and within 7 miles, 3s. daily as expenses, and coach fare going and returning; and to any greater distance 8s. per day as expenses, with coach fare; and if requisite that the delegate to any of the minor distances requires to stay all night at the place of delegation, he shall receive the same sum as allowed for distances 7 miles. Delegates to charge no more as coach fare than what they paid, and no delegate shall be allowed to travel at any higher than third-class fare when practicable. Delegates requiring to stay over Sunday to receive no more than 5s. as expenses for that day. Branches requiring delegates for part of a day to fix the day before being appointed. In cases of delegation on business connected with a strike or lockout, should the delegate appointed be one of those on the strike-roll, said delegate shall only receive strike allowance, but be paid expenses the same as other delegates. Branches requiring delegates for local or other business to fix their pay before they are appointed.

RULE IV.—*Victimized delegates.*

Any member delegated on the society's business and losing his employment in consequence shall be allowed his usual weekly wages until he find employment satisfactory to the members of his branch, and shall be paid the expense of removing himself and family to where he obtains employment; and should he obtain employment and not succeed in keeping the same more than one month (for reasons stated above) he shall be entitled to his weekly wages. The member so situated to report himself every lawful day to the secretary of his branch or any other officer appointed by the branch for that purpose.

RULE V.—*Abrogation of benefits.*

No delegate meeting to have the power to abrogate any of the benefits of this society, viz, allowance on account of cessation of work, insurance of tools, accident, sick, funeral, and superannuation benefits, unless by the consent of three-fourths of the members, who must record their vote accordingly.

RULE VI.—*Minutes of delegate meetings.*

That a copy of the minutes of delegate meetings (with index) shall be furnished every member gratis, containing all motions and amendments proposed and the votes recorded for each. The E. C. to forward the same to each branch within two months after said meeting, and no question shall be submitted from the delegate meeting to the votes of the members until the report of such meeting has been fourteen days before the members.

RULE VII.—*Credentials of delegates.*

No delegate shall be recognized in any locality unless he produces credentials bearing the signature of the president and secretary of the branch, or the E. C., and specifying the business of his delegation.

APPENDIX.

No. 1.—*Scale of branch officer-bearers' salaries.*

No. of members.	Secretary's salary per annum.	President's salary per six months.	Treasurer's salary per six months.	Trustee's salary per six months.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.
10	1 4 0	0 5 0	0 9 0	Com. pay.
20	1 10 0	0 9 0	0 11 0	Do.
30	1 16 0	1 10 0	0 13 0	Do.
40	2 2 0	0 11 0	0 15 0	Do.
50	2 8 0	0 12 0	0 17 0	Do.
75	2 14 0	0 14 0	1 0 0	Do.
100	3 0 0	0 16 0	1 5 0	0 10 0
150	3 18 0	1 0 0	1 15 0	0 12 6
200	4 16 0	1 4 0	1 15 0	0 15 0
250	5 14 0	1 8 0	2 0 0	0 17 6
300	6 12 0	1 12 0	2 5 0	1 0 0

NOTE.—Branches having a higher number of members, the office-bearers to be paid in proportion up to 400 members; when the number exceeds 400 members the branch secretary to be paid at the rate of 15s. for every additional 100. The other office-bearers not to be paid far more than 400 members. That in the absence of the president, the vice-president, or acting chairman to be remunerated as per scale, deducting the amount from the salary of the president at the expiry of his term of office. Branches having an intermediate number of members to be paid in the same proportion—for example, a branch having 45 members the secretary to be paid £2 5s.; the other officers to be paid in the same manner.

No. 2.—*Scale of auditors' salaries per quarter.*

Twenty-five members, 1s.; 50 members, 1s. 6d.; 100 members, 2s.; and 6d. for every 50 additional members above 100.

No. 3.—*Declarations to be signed by members joining section 2.*

Being desirous of becoming a member of section 2 of Associated Carpenters and Joiners of Scotland, I hereby certify that I am not afflicted with any disorder or constitutional weakness which may tend to shorten life, or incapacitate me from following my customary occupation. Also, I bind and oblige myself to conform to the rules of the above-mentioned society, and any alterations or additions that may be agreed on by the society, and that I was not previously a member of this society; and I further agree that this declaration shall be the basis of the contract between the society and myself, for which witness my signature hereto attached.

No. 4.—*Declaration to be signed by members on rejoining section 2.*

Being desirous of becoming a member of section 2 of Associated Carpenters and Joiners of Scotland, I hereby certify that I am not afflicted with any disorder or constitutional weakness which may tend to shorten life or incapacitate me from following my customary occupation. Also, I bind and oblige myself to conform to the rules of the above-mentioned society, and any alterations or additions that may be agreed on by the society, and that I was previously a member of this society, and that I did not receive the £50 bonus when I was previously a member, and at the date that I ceased to be a member there was no unpaid fine for any offense standing in the books of the society against me; and I further agree that this declaration shall be the basis of the contract between the society and myself, for which witness my signature hereto attached.

No. 5.—*Declaration to be signed by members joining section 3.*

I do hereby declare that, being desirous of becoming a member and entitled to the benefits of section 3 of the Society of Associated Carpenters and Joiners of Scotland, to the best of my knowledge, my age, or the age of my wife, does not exceed the number of years herein after stated; and further, I declare that I am not afflicted with any disorder or constitutional weakness which may tend to shorten life or incapacitate me from my customary occupation. I further declare that no funeral allowance has been paid to me from this society on account of the death of my wife; and I do hereby agree that this declaration shall be the basis of the contract between the society and myself, and that if any untrue averment is contained in this declaration, all moneys which I have paid to section 3 of the society on account thereof shall be forfeited, and I shall have no further claim to the benefits of section 3. And I do hereby consent that my assurance shall be subject to the decision of mutual arbiters, such arbitration being in strict conformity with the rules and laws of said society.

No. 6.—*Declaring on the funds.*

To ———, Secretary of ——— Branch of Associated Carpenters and Joiners of Scotland:

This is to certify that ———, No. —, a member of your society, was rendered unable to follow his usual employment on ———, 18—, therefore he claims a visit, according to your rules.

Address ———.

Dated this ——— day of ———, 18—.

No. 7.—*Declaring off the funds.*

This is to certify that ———, No. —, a member of your society, has been for the last ——— weeks and ——— days in receipt of sick benefit, on account of ———, but is now so far recovered that he has removed himself from such benefit, and resumed his usual employment on ———.

Address ———.

Dated this ——— day of ———, 18—.

No. 8.—*Application for funeral allowance.*

This is to certify that ———, No. —, a member of your society, died here on the — day of —, 18—, and the funeral allowance provided by your rules is now claimed on his behalf.

Address ———.

Dated this — day of —, 18—.

4. RULES OF THE UNITED OPERATIVE PLUMBERS' ASSOCIATION OF GREAT BRITAIN AND IRELAND (ESTABLISHED 1865).

[With the whole of the alterations made at the several delegate meetings, including the one held in Birmingham, May, 1883.

PREAMBLE.

[To be read to members upon their initiation in lodges where they have no reading-in ceremony.]

The design of this association is for the general good of all connected therewith. Mankind generally condemn what they do not understand, and, through prejudice and ignorance, neglect to pay that strict attention and regard to the principle of unity for elevating purposes and for the accomplishment of good works, which is so much required in creating confidence, generating esteem and respect, and for promoting harmony and good feeling among themselves; therefore, let every member weigh the substance of these laws within his mind, and thus become qualified to determine upon what is herein set forth, in the spirit of sincerity and honesty of purpose.

As an earnest proof that we entertain a true sense of our obligations, interests, and duties, one toward the other, each member should make himself thoroughly acquainted with the laws herein contained, that he may avoid infringing them, and also be prepared to use his influence on those who do not yet belong to the association, but whose only reason for not is that the benefits offered have never been fully explained to them.

Above all, members should avoid running in arrears. Large numbers, which should insure "strength," very frequently produce a weakness, because those in arrears are debarred the benefits, and also make it almost impossible to meet the claims that are made by clear members.

For the successful accomplishment of the ends desired by this association for the instruction, information, and guidance of its members, and for the due regulation of the business connected therewith, this code of laws is hereby formed. It is therefore most urgently recommended that every member will strictly observe and enforce them, act strictly with their true meaning and intent, and conscientiously preserve the same from violation, by which means they will advance their own and the association's interest, insure peace, harmony, and good feeling, and thus prove themselves honorable and worthy guardians of that association to which they are subscribing members.

RULES.

1.—*Name, &c.*

This association shall be called "The United Operative Plumbers' Association of Great Britain and Ireland," and shall consist of an unlimited number of members, who must be competent (but are not compelled) to earn their livelihood as plumbers; and that lodges may be held in the various cities and towns in the United Kingdom, for the convenience of members entering the association, and for the payment of contributions, and all other business connected with the association and such lodges. The general office of this association shall be 135 Bristol street, Birmingham, for the time being, and shall be removed from thence to Sheffield in the year 1885, from thence to Leicester in the year 1888, in accordance with the decisions of the Hull and Birmingham delegate meetings, or as may be agreed upon at subsequent delegate meetings; notice of every removal being given to the registrar, pursuant to the trades-union act and secretary of state's regulations.

The books concerning this society as a whole shall be kept at the general office, and shall contain a list of the names of all the members of the association, with their registered numbers, stating when they were admitted, or readmitted, age, married or single, as the case may be. The books of each lodge shall be kept at the respective lodges; and all such books shall be open at all reasonable times for inspection to every person having an interest in the funds of the association.

2.—*Objects of this association.*

The objects of this association are to raise funds for the protection and advancement of the interests of the trade, and the regulation thereof, the assistance of members when traveling in search of employment, relief during sickness, the payment of members' contributions, and provide a sum for members incapacitated from following their employment; and in case of the death of a member, or member's wife, to provide means for their decent interment, and the support of trades councils, trade congresses, and such like institutions; also the support of other trades in times of difficulty.

3.—*Executive council, their duties and power.*

That the closing business of the delegate meeting, or D. M., shall be to elect, by ballot, the city or town where the executive council, or E. C., shall sit for three years, from lodges of not less than forty financial members; the D. M. to have the power to group together smaller lodges within whatever radius they may think proper. The lodge most suitable shall be the E. C. place of meeting.

The E. C. to be located three years in each city or town; the first drawn by ballot shall be the first in which the E. C. shall sit, and so on in rotation; any town having had the E. C. held there not to be balloted for again until the whole of the lodges of the association have had the same privilege.

The lodges in rotation to have their E. C. elected or chosen not later than four weeks previous to the 1st July in the year appointed for the removal of the E. C., holding themselves in readiness to take over the affairs of the association from the last E. C.

The E. C. must be elected from members of not less than four years' membership, and no member can be elected, and must resign, if returned in arrears; the same may hold any office in their own lodges.

The E. C. at their first meeting shall elect a president, vice-president, and treasurer, who shall hold office for any term the E. C. may decide. Number of committee to be elected, eleven; five to form a quorum.

Any member or members of the E. C. commencing business as plumber, &c., shall resign his position as a member of the E. C. The E. C. to receive 1s. each per night they meet.

Their duty shall be to the association as a lodge committee is to a lodge. They shall meet once each week, or at such time as may be deemed necessary by the G. M. P. and C. S., and shall examine all quarterly returns, accounts, &c., previous to printing and circulating the same.

They shall receive all applications from lodges desirous to advance the interests of the trade, and notices of reduction, and, if approved by them, to order the support of the application; they may, if they consider it advisable, allow more than one lodge to proceed at once.

Their decision shall be subject to the D. M. in all cases of dispute between lodges and members submitted to them; and they shall transact all other business for the welfare of the association; and they shall also determine anything of emergency wherein the rules are silent, subject to appeal to the D. M.

The executive committee have power to order an inspection of the books of any lodge, should it be deemed advisable. Also have power to send one to audit the books of any lodge, upon the receipt of a request and a statement of the facts, and signed by a reasonable number of members of the lodge; also assist in organizing mass meetings for the advancement or extension of the association, either in established or establishing lodges.

They shall not be allowed to expend money for any purpose outside the association business, without first taking the votes of lodges for or against such proposal.

They shall examine the treasurer's books every quarter, and balance the same.

They shall publish quarterly, through the quarterly returns, or by circulars, the applications of all lodges for advance of wages, or any other thing that may lead the association into any extraordinary expense, so that the lodges may be prepared beforehand.

They shall make every effort to provide an office in a convenient locality, as a place of meeting for the E. C., whereat the G. S. shall reside. But in the event of their not being able to secure an office in a suitable locality, they shall make such other arrangements for meeting that they may deem necessary. The rent of the office not to exceed £30 per annum, to be equally proportioned between the association and the G. S.

4.—*The duties of the G. M. P.*

The president shall be called the general managing president, or G. M. P. His duties shall be to preside over the D. M. and meetings of the E. C. At the D. M. and E. C. he shall keep strict order when any member is speaking, or document being

read. He shall see that the time of such meeting is not monopolized by any delegate at the D. M., or any member at the E. C. meetings. He shall put all propositions, or amendments to propositions, to such meetings—a majority of votes to decide. He shall only be allowed to give a vote when the number of votes are equal on a proposition or amendment. He must sign all minutes of the D. M. and E. C. meetings. Should he absent himself from any meeting of the E. C. and not send a written satisfactory apology, he shall be fined the sum of 2s. Should the G. M. P. die, resign, or in any other way become disqualified for the office, the V. P. shall fulfill his office. The salary of the G. M. P. to be £8 per year.

5.—*Vice-President's duties.*

The vice-president shall be called the general managing vice-president, or G. M. V. P., and that his duties shall be to assist the G. M. P. in his duties. He shall have power to move a proposition or an amendment, or vote upon any question, while occupying the vice-chair; and he shall, in case of absence, resignation, or death, fulfill the office of the G. M. president. He shall, while officiating for the G. M. P., be paid 1s. extra per night. In such case the E. C. shall elect from its members one to fulfill the office of G. M. V. P. His salary shall be the same as the E. C.

6.—*General secretary's duties.*

The secretary shall be called the general secretary, or G. S. His duties shall be to keep a register of the whole of the members of the association, and likewise an account of the expenses, as returned to him by the various lodges, of sickness, traveling relief, strikes sanctioned by the E. C., postage, and funeral money of their respective members; also the amount paid for salaries of G. M. officers, and all other expenses of printing, stationery, &c., for the management of the association; the amount of cash paid and received by each lodge on account of the association, after examination and correction, to be equalized on the lodges according to the number of members; likewise show balance due to and from lodges quarterly.

The above names to be distinguished as being full, half, new, trade, and incapacitated members, and members in arrears; and the above expenses, together with the names, the hours of labor, and the wages of each town, he shall get printed.

He shall supply each lodge with a return for each member; he shall keep the books and accounts of the association in proper order, and submit the balance-sheet to the auditor; and all important documents issued by him must have the stamp of the E. C. attached.

He shall receive all applications from lodges for advice, or any alterations they may wish to make in their by-laws, or any appeals between lodges and members, or lodges and the association, or any other matter in connection with the association in which the opinion of the E. C. is required.

He shall acknowledge the receipt of cash from lodges, to the president of the lodge, upon the receipt of duplicates from the association treasurer.

He shall provide new lodges with books, lodge stamp, and all other necessary articles for the opening of such lodge.

He shall provide a uniform class of stationery for the use of lodges, and all lodges must use the same, as communications on other than official stationery must not be recognized; the G. S. finding any lodge using other than association stationery, he shall at once send a reasonable quantity to the lodge, to be paid for at cost price by the lodge receiving the same.

He shall take minutes of E. C. and delegate meetings, and get the minutes of D. M. printed, and circulate the same to the whole of the members of the association through the lodges. At the D. M. he shall call over the names of the delegates each morning at 9 o'clock; he shall also call over the names of the E. C. at the time appointed, and submit his report and books at the opening of the D. M. or E. C. if necessary; after which he shall read all propositions for alteration of rules for the adoption or rejection of the D. M.; he shall then read the notice of appeals of lodges, and any other business to be brought before the meeting; and, finally, take the names and residences of the E. C. officers, and print the same in the returns.

The general secretary is hereby authorized, in conformity with the 9th section of the 34 and 35 Vict., to bring or defend, or cause to be brought or defended, any action, suit, or prosecution or complaint, in any court of law or equity, touching or concerning the property, right, or claim to the property of this association; but all actions of the general secretary may be set aside by the vote of the executive council.

Should the G. S. at any time neglect his duties, in not sending the proper returns, or mismanaging his booking, or in any way abuse the confidence placed in him by the association, the E. C. shall have power to examine his books or conduct; and if they are dissatisfied with the way he manages the affairs of the association, they shall authorize one of the auditors from the town or city where the late E. C. was located,

and one member from each of the two nearest lodges having not less than forty members, who shall examine and report to the association upon the complaint laid before them. And the lodges to vote for and against any proposition issued by the examiners; and any lodge shall have the privilege of issuing an amendment to the aforesaid proposition, to be subject to the vote of the association. But should the G. S. die or resign (in all cases, if practicable, three months' notice to be given of the termination of engagement), then the E. C. shall appoint a successor from the officers of the E. C., or from the members of any lodge in the association. If one is appointed from the officers of the E. C., then the lodge in the town where the E. C. is being held shall be instructed to elect one of its members in the place of the officer or member of the E. C. (the appointed person to be subject to E. C., if the vacancy is that of an officer for election to the vacancy, or otherwise) appointed as G. S. The G. S. to have fares paid for self, wife, family, and furniture from any town or city where the engagement terminates, to any town or city not exceeding in distance the town or city where the engagement commenced. And should the G. S. die, the fares of his wife, family, and furniture to be paid as above.

The salary of the G. S. shall be £120 per year, and 6s. per day, with third-class railway fares, bus, tram, steamer, or other conveyance expenses, whilst attending to the association business out of town (except in cases of opening new lodges, see Rule, New Lodges) with the authority of the E. C.

7.—*Treasurer's duties.*

The association treasurer shall receive all cash due from lodges to the association for equalization, incapacitation levies, reserve fund, strike pay, stationery, books; but previous to taking upon himself the duties of this office he shall be required to find security to the amount of £20, to the satisfaction of the E. C.

He shall enter regularly all cash received and disbursed into the cash book kept by him for that purpose; furnish the C. S. with an abstract of the same at the end of every month; place in the bank, or otherwise dispose of as he may be directed, all moneys received, except such sums as the officers and committee shall consider necessary for defraying expenses.

He shall pay all salaries, amounts due to lodges, and all other cash accounts, bills due by the association, on receipt of an order signed by the G. M. P. and C. S.

The treasurer, or lodge secretary, shall in all cases send receipts for cash within seven days of receipt of same, or they shall be fined 1s. for each offense.

He shall before the annual audit have all his books properly balanced, showing clearly all income and expenditure in connection with the association, and attend the auditors, if necessary, to point out and explain all such matters as may be required respecting the accounts. He shall also give up all books, documents, and moneys belonging to the association, when ordered to do so by a resolution thereof, or by the trustees, or committee of management; and for his services he shall receive £10 per annum, paid quarterly.

Should he at any time be found to be incompetent for that office, the E. C. shall have power to remove or proceed against him, and appoint another in his place, from the E. C. or the members of the lodge to which he belongs, as they may deem most expedient.

8.—*Trustees for current account.*

That when the cash in the hands of the treasurer exceeds the stipulated £20, two trustees shall be elected from the E. C., where the E. C. is located for the time being, who, in conjunction with the G. S., shall deposit any amount of money from time to time through the treasurer in any local bank the E. C. may agree upon, as an ordinary current account; the same to be only drawn out again as may be required by a direct vote of the E. C.; an ordinary check may then be drawn up by the G. S., and signed by him and the two trustees; the G. S. shall then hand over the same to the treasurer, so as to enable him to obtain the cash required for payment of any claims in hand. The trustees shall be paid 2s. 6d. each as remuneration for time lost while opening and closing the banking account.

9.—*Trustees for reserve fund.*

That the treasurer shall bank all moneys for the reserve fund in the names of three trustees, who shall be elected for the time being, one being chosen to represent England, one Ireland, and one Scotland; the lodges to choose the representative trustees; will be balloted for at each D. M.; the money to be drawn by the vote of the E. C. They shall instruct the G. S. to draw up a check for the amount required; he shall then forward the check to the trustees for their signatures; the check must then be returned to the treasurer, to enable him to pay any claims he has in hand.

10.—*Auditors' duties.*

That three auditors be appointed—one by the lodge where the last E. C. was located, one from lodge where the present E. C. is located, and one from the lodge of the next future E. C.—to audit the accounts of the association, and produce a balance-sheet yearly of such accounts, viz: The total amount of cash paid under each head for death, sickness, traveling in search of employment, strikes allowed by the association, incapacitated members, management, the amount of equalization per member, the amount due to and from each lodge, and the amount paid to and from each lodge; and such balance-sheet, together with the report by the auditors of the neglect of lodges or lodge secretaries to comply with the rules, stating the name and nature of the neglect of such lodges or lodge secretary, to be printed and issued to each member of the association through the lodges, if possible not later than fourteen days before the D. M., so that each member can be informed of his or their lodge or lodge secretary's neglect as reported, and that each lodge or lodge secretary so reported shall have the opportunity of rebutting or explaining their omissions at the D. M. through their delegate, or E. C. meeting, by writing or deputation, if required.

The time of meeting to be arranged by the E. C., and the salary of the auditors to be 12s. per day, along with the third-class railway fares.

If complaints are received by the E. C. respecting the balance-sheets from the last D. M. to the next, and the said complaint cannot be satisfactorily explained, they, the E. C., shall summon the senior auditor to attend the next D. M. to explain.

11.—*Management of the association.*

That the management of the association in investigating the whole of its affairs, examining and passing the audited accounts, altering or making any new rules that may be proposed in due form, redressing the grievances of the various lodges and members, and looking to the interests of the whole of the association, shall be vested in delegates elected from the various lodges whose number of members were not less than 25 as per quarterly return issued previous to appointment.

Lodges having been amalgamated with the association not less than twelve months, and having the stipulated number of members, shall be entitled to elect one delegate each; but upon all questions introduced at the delegate meeting, each delegate will be entitled to a number of votes according to the number of members such delegate represents in the following proportion: For 25 and under 50 members, one vote; for 50 and under 100, two votes; and any delegate whose lodge numbers 100 and upwards, three votes, and one vote for every additional 50 over 150.

The delegates shall be elected at the quarterly or special meetings of their respective lodges previous to the delegate meeting, of which due notice will be given.

The aforesaid delegates, at the time of meeting, must produce their credentials (which are supplied by the E. C.), signed by the officers of their respective lodges and stamped with the lodge stamp, which stamp each lodge must be provided with, the name of the city or town where such lodge is held engraved upon it.

That any two lodges having the stipulated number of members shall be represented, and that the E. C. shall group them if required by the lodges; and any delegate representing two lodges must have his credentials stamped with the lodge stamp, as above, of the lodges he is authorized to represent.

12.—*Delegate meeting.*

That the delegate meeting shall take place every four years in the town where the E. C. is located for the time being, if thought desirable by the association.

The votes of lodges to be taken as to the necessity of holding a D. M. or not. The G. S. to summon all lodges to take a vote on this question not later than July, so that the votes may appear in September returns.

The delegates must attend at the place of meeting at 9 o'clock each morning; and any delegate not attending in time, or absenting himself during the sitting of the delegate meeting, shall forfeit his allowance of pay for the time he is absent, and a report of his absence be reported to the lodge which he represents; and that each delegate must attend sober and respectable, and that no ale, porter, wines, spirits, or smoking will be allowed in the room during the sitting of the meeting; and that each delegate shall be allowed 12s. per day, together with third-class fare while traveling to and from attending such delegate meeting.

Should a case of emergency arise, when it shall be thought advisable to call a D. M., the executive committee, or any lodge, may send a requisition to each lodge, stating the reasons for desiring such D. M., when the lodge officers shall immediately summon their members and take the votes for and against such requisition, and forward the same to the G. S. to lay before the executive committee, who shall, if the votes are in favor of the D. M., immediately instruct the G. S. to give notice to the

lodges to elect their delegates, and the time and place where such D. M. shall take place; the votes for or against the D. M. to be published in the next quarterly return.

13.—*Investigation committee.*

A committee shall be chosen from the delegates the first day of the D. M., to be named the standing order committee, and their duty shall be to consider and report to the D. M. any business that may be submitted to them.

14.—*Management of lodges and election of officers.*

That the government of each lodge be vested in a president, vice-president, secretary, treasurer, steward or stewards, and a committee of not less than three nor more than seven members, according to the number of members in the lodge.

The president, vice-president, and secretary shall be chosen from the members present at the yearly or half-yearly meeting who have contributed not less than twelve months to the lodge, and they shall remain in office for six months.

The steward or stewards and committee shall be appointed at the same meeting of members, who shall not have been less than six months in the lodge, as their names are enrolled on the books, so that every member may have an equal share in the management of the lodge; and any member refusing to serve as officer, whether elected or appointed as the case may be, shall be fined 1s.

Any member who is sick, or residing more than 3 miles from the meeting-house, shall be exempt from holding office; or any member who has served six months can at his pleasure refuse serving for the ensuing six months.

Any officer neglecting his duty for three successive nights shall be fined as if he had refused to serve office, when another shall be elected in his place.

The payment of fines does not exempt members from office at the following election.

15.—*Lodge president's duties.*

That the president shall preside over all committee and general meetings. His duty shall be to preserve order and regulation at the meetings, and to put all propositions in proper form, which he shall submit to the members present, the majority of whom shall decide, and to keep strict order during the time of any member addressing the meeting. Any member interrupting the president in his duties shall be fined according to Rule 46.

The president shall sign all minutes properly passed by the meeting, orders for cash from the treasurer, and summonses for the quarterly and special meetings; superintend the business of the lodge, and see that it is conducted in a proper manner.

He shall have power to move any resolution, also a vote on all business of the lodge; and should the votes on any question be equal, he shall have a casting vote. He shall also visit each sick member, if necessary, at least once during sickness, or in default he shall be fined 6d.

He shall also preside over the meetings of auditors, and require the sick steward's report of the sick, and the production of his receipt-book, and likewise the report of any member who has been doing business for the lodge, at every lodge meeting.

The president to attend all funerals within 3 miles of the lodge, and to be allowed 1s. if such funeral takes place on Sunday; if on any other day, 3s. 6d.; or find some other officer to officiate in his place; but if the president be required to attend a funeral out of the limits, special arrangements must be made with the lodge regarding his expenses.

16.—*Lodge vice-president's duties.*

The vice-president shall attend all committee and general meetings of the lodge, assist the president in keeping order; he shall have power to make a proposition, or vote on any question; should the president be absent, take the chair for the time being.

He shall likewise, if required by the lodge, keep a check against the secretary of all moneys paid at any of the meetings, in a book provided for that purpose.

He shall attend the meeting of auditors, to answer any question or give any explanation required by the auditors.

17.—*Lodge secretary's duties.*

The secretary shall attend all committee, general, special, and audit meetings. He shall be provided with the following books: Contribution-book, receipt-book, cash-book, fine-book, and minute-book, which he shall keep in proper order.

At the meeting of auditors he shall produce all books and papers required, also a balance-sheet. He shall likewise inform the president, within forty-eight hours after receiving notice, of each member's sickness, so that the president can visit the same; do all necessary writing for the lodge, and summon all quarterly and special meetings.

He shall also be entitled to move a proposition or vote, same as an ordinary member.

He shall send to the G. S. annually (to March 31) a financial statement of his lodge, not later than April 14. Secretaries neglecting to do so to be fined 2s. 6d., and the name of the lodge to be printed in the next return.

He shall send a return to the G. S. every quarter, viz, on or before the 1st of July, the 1st of October, the 1st of January, and the 1st of April, *and not later than the 4th of the said months*; the secretary in default to be fined 2s. 6d. for each return sent after that date; and if such return be not sent before the 7th of the said months, the lodge so offending shall be fined 5s., and suspended till such return be sent, and notice of such suspension shall be sent to the president of the lodge—giving the members' names in full; members entitled to half benefits; new, trade, and incapacitated members; members in arrears of contribution, fines, and levies; also the names of those who have left the lodge through expulsion for arrears, &c., commencing business, death, or any other cause; together with each return for their quarterly expenses of equalization—viz, cash paid to members' contributions, cash paid to members traveling in search of employment, cash paid to members thrown out of employment through adhering to the rules, and the rule they were discharged for adhering to, or on strike for the advancement of the trade, or resisting an alteration of by-laws, as to reduction of wages, or an increase of hours, &c. (if allowed by the association), cash paid for sickness, cash paid for funerals, cash paid to delegates, cash paid for postage (for correspondence on association business only, see rule 24), together with traveling checks as per rule, the names of members of other lodges paying into their lodge and the amount received, the date of first meeting night in quarter, also the rates of pay and the hours worked in cities and towns per week, on sheets specially provided by the C. S.; such return to be stamped with the lodge stamp.

Each lodge will be fined 2s. 6d. for each return found to be incorrect, the same to go to the association fund.

Each lodge shall, not later than twenty-eight days after receiving quarterly returns, pay to the treasurer of the association for the time being their amount of equalization due, as per return; and if a lodge falls short of funds, a levy must be laid at their quarterly meeting to meet their share of equalization, as all accounts must be settled quarterly.

Any lodge being more than one quarter in arrears, be suspended from all benefits until such arrears are paid, or they shall have shown to the E. C. that it was from no fault of the lodge that such arrears are not paid.

He shall furnish the G. S. with the officers' names, addresses, and the address of the club-house, and nights of meeting, quarterly meetings included—and no lodge must change their club-house without giving notice to the G. S.—for the information of members traveling, or the members of other lodges.

And there shall be a list of all the officers' names, together with their residences, and it shall be placed in a conspicuous position in the lodge room by the secretary, so that any member can tell where to apply for the officers in case of sickness, death, or any other business connected with the lodge, and in cases of emergency arising out of trade disputes with members and their lodge.

Any member applying to the secretary, he, on such application, shall consult with the president and vice-president; and if the case be entertained by the above officers, then shall the secretary summon the committee to meet, when the member or members calling such meeting shall attend.

Any member or members calling a meeting of the committee, and not attending to state their business, shall be fined 5s. for each offense.

Members resigning, working black, &c., being returned to the G. S., the lodge to pay equalization for them according to the date of resigning, &c., sent with the returns; but in all cases where no dates are given, the lodge will be charged full equalization. Members leaving the association under the aforesaid circumstances, sickness or death intervening, neither they nor their relations will have any claim upon the association.

New members not to be charged equalization for till the third time of their names appearing in the quarterly returns, and that no member be excluded for arrears without being returned in arrears.

NOTICE TO SECRETARIES.

The officers or E. C. of the association shall be allowed, at any lodge meeting, to have access to the books for the purpose of ascertaining that the above returns are

correct, also the expenses of each lodge, and that the lodges are properly managed, they having authority for such visit. Any lodge refusing to have their books examined will be suspended until such examination takes place.

18.—*Lodge treasurer's duties.*

That a treasurer be appointed by each lodge, to hold any funds the lodge may deem fit, who must give proper security for the same as each lodge may deem necessary; and that any money required from the treasurer shall be paid only on receipt of a printed order signed by the secretary and president of the lodge, and he shall not pay more than £10 in one week without the order be signed by the vice-president and the committee of the lodge, in addition to the president and secretary.

He shall attend the meeting of auditors, and produce cash-books, checks, vouchers, and cash in hand.

If the treasurer is a plumber, and a member of the lodge, he shall have a seat on the committee, and have power to move a proposition or vote same as other members of committee.

For further provisions see section 7, act 1871.

19.—*Lodge trustees' duties.*

When the funds exceed the amount required for current expenses, three trustees shall be appointed at the yearly meeting of the lodge, from members who have subscribed not less than twelve months, who must be householders, and give such security as the lodge may decide; and that their duty be to deposit any amount of money that may from time to time exceed the amount required to be held by the treasurer in any bank as the lodge may from time to time require, in their names on behalf of the lodge.

They shall continue in office during the discretion of the lodge, to be removed at a summoned meeting called for that purpose; but in case a trustee or trustees leave the lodge or die, another trustee or trustees, as the case may be, must be elected at a summoned meeting, as per the foregoing. For further duties see section 8, trades-union act, 1871, and section 4, act 1876.

20.—*Steward's duties.*

That the steward's duties shall be to act as the host for the lodge at all its meetings and likewise to attend all members during sickness at least once a week, or he shall be fined 6d. for each offense.

He shall also pay the sick members on Friday night, if working in town, or not later than 6 p. m. on Saturday, or be fined one ls. for each offense. He shall be provided with a receipt-book, in which he shall require a receipt by or on behalf of the sick member, the amount of such pay received weekly, and, in case of death, a receipt of the amount of funeral money received in the same book.

At all meetings of the lodge he shall see that none but legal members be admitted. He shall be provided with a list of all members out of benefit, so as to prevent them intruding on the meeting.

Any member not giving his name to the steward when required shall not be admitted into the room during the meeting; and any member insulting the steward shall be fined 2d. for each offense.

The steward or stewards shall have a seat on the committee, and have power to move a proposition or vote, same as other members of committee.

21.—*Lodge auditors and their duties.*

That two or three auditors, as the lodge may deem necessary, shall be elected at a quarterly or half-yearly night, as the lodge may agree upon to suit their convenience, to remain in office six or twelve months, as the case may be, and to retire alternately before each quarterly or half-yearly night. They shall audit the accounts of the lodge, and examine all books, papers, &c., with the receipts and expenditures of money. They shall see that they are entered and accounted for, and the accounts properly cast up and balanced quarterly or half-yearly, and report the same to the quarterly or half-yearly meeting, or in default thereof they shall be fined such sum as the lodge may agree upon, not exceeding 10s.; and the secretary shall afford every facility to the auditors at every meeting.

BOOKS TO BE AUDITED.

Lodge contribution-book, vice-president's check contribution-book, secretary's cash-book, treasurer's cash-book, steward's cash-book, relieving officer's cash-book, receipt-book, check-book, bank-book, fine-book, proposition-book; all vouchers.

22.—*Lodge committee and their duties.*

That the committee shall meet on the first Thursday evening in each month, if necessary, not later than 8 o'clock, to transact business for the lodge, when three shall form a quorum.

Any member not attending in a quarter of an hour after the meeting is opened, or not sending a member as a substitute for himself, shall be fined 6*d.* for each offense.

The duties of the committee shall be to hear all reports that may from time to time be given by any member of their lodge concerning its business; they shall thoroughly investigate the report of such member or members; to inquire and look after all business in connection with the general interests of the trade; likewise to try all cases of dispute between any member or members of the lodge, so as to condense such information into its proper form to lay before the lodge.

The committee shall have power to call any special general meeting when required, and no member shall be allowed to bring any business of importance before the lodge except through the medium of the committee.

The committee shall have the power of deciding any question of emergency that may come before them, and two of the committee shall attend all the general meetings of the lodge to give in their report.

The committee, or members, may, if they think it necessary, prevent any foreman from coming into the lodge-room; and they be relieved from fines for non-attendance.

23.—*Removal of officers.*

Should the G. M. P. or G. M. V. P., or any other officer or member of the E. C., or the president, vice-president, or any other officer or member of a lodge, be charged with neglecting his duties, violating these rules, either by the E. C. or the lodge, he or they, if the charge be established, shall be removed according to these rules.

24.—*Funds and equalization.*

That the funds of each lodge raised by entrance fees, contributions, lodge levies, and fines be kept by each lodge, and that they be used for the purpose of paying the expenses of the meeting-room, officers' salaries, books, which are their own private property; and the expenses of correspondence, relieving officers' stamps, general rules, delegate meetings, members traveling in search of employment, or in conformity with strike rules, sickness, and death, must be paid collectively—that is, by equalization through the whole of the lodges of the association. Association postage will only apply to such letters as are received or sent by the E. C.

The G. S. to notify lodges of the commencement or termination of a strike or dispute, as per rule 36.

25.—*Lodge box and its contents.*

That there shall be a box for each lodge, to be kept in the place where the lodge is held, in which shall be deposited all books, papers, documents belonging to the lodge not required by the officers in connection with their duties. The box to be secured by three different locks and keys, which keys shall be in the possession of the president, vice-president, and the secretary for the time being, and any officer losing his key shall provide a new one; any officer being late shall be fined 3*d.*; not attending the whole of the evening, 6*d.*, not attending nor sending his key shall be fined the sum of 2*s.* 6*d.*

26.—*Meeting of lodges.*

That a general meeting of each lodge be held every alternate week for the payment of contributions and admittance of new members, or any other business that may come before them.

The lodge-room to be opened not later than 8 o'clock for the transaction of business, when the secretary shall call over the officers' names, and any officer not in attendance when called upon shall be fined according to list; and that the business of the lodge shall close at 10 o'clock.

Yearly, half-yearly, and special meetings excepted, which meetings the lodge shall have the option of summoning earlier on the evening of their general meeting nights, or on any other night, as they may think most advantageous to their circumstances. If holding their quarterly or half-yearly meeting on their general meeting night, the members to be summoned not later than 7 o'clock, and no contributions, entrances, &c., shall be taken after 8 o'clock, so that the lodge business can be proceeded with without interruption.

That the annual meeting be held on the lodge night before July 1; first quarterly meeting on the lodge night before October 1; half-yearly meeting on the lodge night before January 1; third quarterly meeting on the lodge night before April 1, which meetings are for election of officers and general business.

The secretary shall call over the names of the members at 8 o'clock; any member absent when called upon shall be fined 3*d.*, but if absent the whole evening shall be fined 6*d.*, if a reasonable apology be not sent.

The auditors shall read over to the meeting the income and expenditure of the quarter or half year, as the case may be, after which the president shall put them to the meeting for their approval.

The secretary shall then read over the fines of each member, when all members can have an opportunity of appealing against their fines; all fines and levies not paid on that night shall be placed on their pence card and charged to their arrears of contributions.

The president shall then proceed with the election of officers for the ensuing half year, the members, if required, to vote by ballot, after which the secretary, shall read over the names of the members as their names stand on the roll to serve as officers, as stated in rule 14.

All members whose names are read over from the books to serve as officers shall serve such office whether they are present at the meeting or not, or otherwise be subject to the fines, unless such officer be elected to the other offices.

Any lodge can have the privilege of meeting yearly or half yearly instead of quarterly, for auditing and reading the balance-sheets, as may suit their convenience.

27.—*Admission of members.*

The charges for admission to the association are as follows: 20 and under 25 years, 2*s.* 6*d.* per member; 25 and under 30 years, 5*s.* per member; 30 and under 40 years 7*s.* 6*d.* per member. The whole of the entrance fee to be paid within two months after the member is proposed, or forfeit what money may have been paid.

Any person wishing to become a member must be capable of earning his livelihood at the trade and not exceed forty years of age, except as after mentioned; the age for trade members to be limited to forty-five years.

He must be proposed and seconded by two members, who must be responsible that he belongs to the trade; and upon the application of any person who has been a member of the association and excluded through arrears or otherwise, the secretary of the lodge applied to shall communicate the fact at once to the lodge secretary where he was last a member, which lodge secretary shall furnish every particular of such exclusion within seven days from the date of such communication; and, providing the exclusion was not caused through his breaking any rule of the association, or the by-laws of the lodge he formerly belonged to, he shall be readmitted upon the payment of not less than 2*s.* 6*d.*, in addition to the ordinary initiation and fines; when admitted shall be forwarded to the lodge he was excluded from; and if the said exclusion was caused through his breaking any rule, his admission must be sanctioned by a majority of members of an ordinary meeting of the lodge he was excluded from, subject to the approval of the E. C.

At the opening of a new lodge the officers of the association shall have power to admit members up to forty-five years of age, along with a majority of young members, provided such aged members can follow their employment and are in good health at the time.

Any member making a statement relative to his age or general health, and such statement afterwards prove to be false, shall be expelled, and forfeit all claims to the benefits of the association.

Apprentices may be admitted in the last year of their apprenticeship, but shall not be allowed any voice in the lodge affairs until out of their time, and they shall be exempt from strike but not incapacitated levies.

That it be left to the option of lodge officers whether they require a surgeon's certificate of health on the admission of a member, such certificate to be paid for by equalization.

28.—*Trade members.*

Any person capable of earning his livelihood at the trade, not exceeding forty-five years of age, wishing to become a member and not being eligible to join as an ordinary member can do so by joining as a trade member, and paying not less than 5*s.* entrance fee, and half the contributions of ordinary members. The benefits shall be strike, traveling, and £5 at death. To pay all levies except incapacitation; they shall contribute twelve months before they are entitled to the above benefits (except strike). Lodges to pay half equalization for them. The funeral benefits to be carried out in accordance with rule 39.

29.—*Members proposing unfit persons.*

That any member proposing any person who is unfit through not being able to command the minimum rate of wages allowed by the by-laws of the lodge (or if a sick member, being subject to any periodical chronic disease such as rheumatism, bronchitis, unless admitted by certificate, as per rule 27, in which case the proposer and seconder shall not be responsible), but any member proposing any person, who is unfit according to the above to become a member of the lodge, and the member having a knowledge of the same, shall, if discovered at any future period from the date of the entrance of the person proposed, be fined any sum not exceeding 10s.

30.—*Contributions.*

Each member (except trade members) shall pay at the rate of 8d. per week as contribution, the amounts of such contributions to be entered on the member's pence card every time he pays; otherwise the secretary shall not be responsible for the money so paid.

The contributions of members shall commence from the time of their paying the last part of their proposition money.

Each member must contribute twelve months to the lodge before he is entitled to the full benefits of traveling, relief, sickness, or death, and contribute six months to be entitled to half the benefits.

Any member allowing his arrears to exceed eight weeks' contributions, shall be summoned by the secretary, and if he do not attend and balance his arrears, fines, and levies on the twelfth week, he shall not be entitled to any benefits, except death. And if the aforesaid arrears, fines, and levies are not paid on or before the sixteenth week, he will not be entitled to any benefit, death included, for three months after paying such arrears; nor shall any member be allowed in the lodge-room until such arrears are paid. Any member allowing his arrears to exceed twenty-four weeks, shall be excluded from the benefits of the lodge, but can be readmitted as a new member if a majority of the members think proper.

The secretary shall receive the sum of 3d. for each summons for arrears of contributions, the same to be paid by such member so summoned. The secretary neglecting to summons members in arrears shall be fined 1s. for each offense.

Any member paying up arrears of absent members must do so at his own risk, as any money paid into the lodge cannot be refunded.

No member to be returned in arrears under eight weeks, and no member can be excluded who has not been in arrears the previous quarter.

The contributions (not arrears) of members in benefit shall be paid during sickness, traveling, out of work, and trade disputes. Members out of work must be so six clear days before they can claim this benefit; also must sign the call-book daily.

Lodges have power to vary the contribution to suit their locality, but lodges altering the rate of contributions must keep their accounts clear with the headquarters.

31.—*Reserve fund.*

That the sum of 2d. per member per week be taken from all contributions and sent up quarterly, independent of equalization, to the treasurer for the time being, the same to be separately and distinctly set aside as a reserve fund, to be used only in case of strikes and paying incapacitated claims, to be banked as a deposit account, under the trustees, and only to be withdrawn by a direct vote of the E. C., in conformity with rule 9. It shall be imperative that every lodge forward the amount quarterly as per number on register; and the same to be in force till the next D. M., the total amount to be maintained at £2,000; all over and above that sum to be used to reduce the equalization account, at the discretion of the E. C. This rule to do away with all strike and incapacitated levies. But should this fund at any time, through exceptional circumstances, become exhausted, the E. C. shall have power to resort to the old method of equalization.

32.—*Sickness.*

Any member being sick, so as to disable him from following his employment, and in benefit at the time, shall be allowed at the rate of 10s. per week for thirteen weeks, 6s. per week for the next thirteen weeks, and 4s. as long as the sickness may continue. Any member who has contributed six months, and under twelve months, will be entitled to half the above benefits; and to receive the above benefits must send a written notice thereof to the secretary before 1 o'clock by hand, or 6 in the evening by post. If the member is entitled to sick pay the secretary shall notify the steward, who shall visit him within twenty-four hours after receiving the same, if within 3

miles of the meeting-house; but if required by the lodge he shall produce a surgeon's certificate of his sickness.

Any member receiving benefits, his card must be cleared from the first payment. If the secretary is satisfied as to his being entitled to benefit, he shall receive the same according to rule.

Should any doubt at any time arise, the steward shall have power to call in a surgeon, and if it is proved that such sickness is brought on by drunkenness, fighting, or any other irregularity of conduct, the member so offending shall forfeit all claim, and pay all expenses of the surgeon, and not be entitled to the benefits of this society for three months.

Any member residing more than 3 miles from the meeting-house shall send a surgeon's certificate, stating the nature of his sickness; the claim of each to be from the time of the secretary receiving such notice, except in extreme cases, such as a member being out of town; in such cases his claim shall commence from the date of the surgeon's certificate.

No sick pay to be allowed for less than three days. No member receiving sick pay shall be allowed out of his house before 7 a. m. during the year, or later than 9 p. m. from March 25 until September 25, and not later than 7 p. m. from September 25 until March 25. All sick members acting contrary to this rule shall be fined as follows, viz: 2s. for the first offense, 4s. for the second, and the amount of one week's pay for the third offense.

Any member knowing of another being intoxicated, or of any other misconduct, during the time he is receiving sick pay, and not informing the president, shall, if convicted, pay the sum of not more than 5s. and not less than 2s. 6d.

Any member in receipt of sick pay so misconducting himself will be immediately suspended from sick benefit for any time that the committee may determine, not exceeding three months. Any member in receipt of sick pay working at home, or away from home, for himself or any other person, at his trade, or any other trade or calling shall be fined 5s. for each offense; and in all cases of resuming work, notice of the same must be sent to the secretary, or the member so neglecting to be fined 2s. 6d.

Any sick member wishing to go from home must send a certificate, signed by a surgeon, stating that such removal is necessary for the benefit of his health; such member, every time he sends for his money, must send a certificate, signed by a surgeon, stating the time he has been under his care. For notice, see form at end of these rules.

* EXPLANATION OF HOW THE SICK BENEFIT IS TO BE PAID.

Any member entitled to sick pay, and claiming it in the form set forth above, shall from the date of the surgeon's certificate, or from the time of the secretary receiving notice, receive 10s. per week for thirteen weeks; and if his sickness should continue for a longer period than thirteen weeks, he shall receive 6s. per week for the next thirteen weeks, and 4s. per week so long after as the sickness may continue. Should a member declare on the sick funds of the lodge, he shall not be entitled to benefit unless three days on sick; but should his sickness continue over a week and during part of the next, the member to be paid for odd days at a rate proportionate with his weekly allowance. Any member who shall declare on the society a second time before he has been off the sick fund twelve months, his second claim shall be considered as a continuation of his first claim, and he shall receive benefit at the same rate per week as if he had not been off the sick fund; but should a member recover so as not to claim the benefit for twelve months, he shall be entitled, on his next claim, to commence at the rate of 10s. per week.

33.—*Travelers claiming sick benefits, &c.*

Should any member whilst traveling be sick, he shall send a surgeon's certificate, together with his traveling card, to the nearest lodge, and such lodge shall attend such member as if he was one of their own members; they shall, if within distance, visit him, and pay him weekly the sum of money he is entitled to, and if death should take place, see that he is decently interred, according to rule.

They shall as early as possible inform his lodge of his sickness or death, so that his friends, if any, can visit or communicate with him; such lodge shall return to G. S., in their quarterly return, the amount of sick or funeral allowances, as the case may be, they have paid, and the name of the lodge where he drew his card from. The surgeon's certificate to be equalized.

34.—*Traveling certificates.*

Any member out of work (satisfactory reason being given) can receive for his lodge a certificate to travel in search of employment, which certificate entitles a full member to 1s. 6d. per day, Sundays included; an half member to 9d. per day, Sundays in-

cluded; to a new member, a certificate, enabling him to obtain work from the books of other lodges, but no pay.

Members wishing to travel in search of employment must be in benefit (unless there is a dispute in the town), and must apply for their certificates to the officers of the lodge, as their certificate must be signed by the three officers, viz, the president, vice-president, and secretary of their own lodge, and they must be carefully distinguished as full members, half-benefit members, or new members, and have the lodge stamp impressed, together with a check showing the amount drawn for traveling benefit without being clear twelve months, and any member receiving a certificate must leave the place within two days after receiving such certificate, and proceed to the city or town where it is most likely he can obtain employment.

At the first lodge he must produce his check and certificate the first day of his arrival in any city or town, to the relieving officer appointed by such lodge, who, if he is satisfied that such certificate is genuine, shall pay the amount due; such relieving officer to keep a book, in which he shall enter the name of each traveler, name of his lodge, and the amount of cash he has paid; and likewise enter upon the check to be given to the traveler the number of days and the amount paid to the traveler to that time; a duplicate of the same, with the traveler's signature, to be retained by the relieving officer, and forwarded to the G. S. at the end of each quarter with the return.

Any member traveling with a check which has not been signed within six days, his certificate shall be detained and pay stopped.

Any member traveling with a certificate working three days in one week, shall not be entitled to any pay for that week, and must give an account where working, that it may be entered on his certificate; and any traveler receiving pay and working three or more days in one week and not accounting for it, will, if found out, have to refund the week's pay and be fined 5s., or be suspended from all benefits for twelve months; and if any traveler misbehaves himself through drunkenness, or other disorderly conduct, the relieving officer shall detain his certificate and send it back to his lodge; and as each member has a pence card, it is requested that he should produce it, if required, as he must keep in benefit in any city or town he may obtain employment.

The relieving officer must inform the traveler if there is employment in the city or town, and if not, the likeliest place to obtain it; and each traveler must endeavor to obtain employment, as on no account can the funds of the association be allowed for pleasuring; and any traveler refusing employment and leaving the place, the relieving officer shall inform the G. S., who shall instruct the various secretaries to detain the card and forward it to the G. S.

That members when traveling shall produce their contribution cards to the relieving officer, or other officer appointed, who shall not pay the traveling relief unless the member keeps himself in benefit.

The G. S. to supply lodges with traveling certificates and relieving officers' checks.

The limit for traveling pay to be seven weeks in one year. Any member or members shall, if they resume traveling within twelve months, be considered as continuing his or their previous payments. Traveling during a strike or dispute by members of the lodge where there is such, not to be considered in connection with the seven weeks' system.

All postages for remittances of contributions to be paid for by members.

The limit for travelers to remain in London is six days; for other large cities or towns, three days.

35.—*Obtaining employment with or without traveling cards.*

That any member traveling and obtaining employment where there is no lodge, shall, within two days after obtaining employment, send his card and check to his lodge, so that the officers can see what pay he is entitled to in the event of applying for them again, and must clear himself on the books of his lodge before he can have them again; and any traveler obtaining employment where there is a lodge, must deposit his card in such lodge, and pay his contributions into such lodge for remittance to his own lodge quarterly, in time for returns, provided he does not work more than three months in such city or town, the member to pay for the remittance; but should he work more than three months in the place, the said member must pay up all arrears, fines, levies.

And, if required, draw his clearance from his own lodge and join the lodge where he is working, of which lodge he will then become a member.

The secretary of the lodge he enters must return him as a member from another lodge in his quarterly return, and the lodge he leaves must return him as having drawn his clearance up to the end of the quarter.

Any secretary neglecting to remit contributions of members before the end of the quarter shall be fined 2s. 6d., unless he can give sufficient explanation that it was not his fault; in which case the said fine will be paid out of the lodge funds.

Any member going to a town where there is a lodge without a traveling card, shall, if he work there three months, draw his clearance from the lodge he belongs to, and be transferred to the lodge in the town he is working, if required to do so by the offi-

cers of the lodge. The transfer of members to take place near the end of a quarter, the lodge from which he is transferred paying equalization for him that quarter, the lodge to which he is transferred commencing to pay the quarter following. In the event of a member not obtaining his transfer (through the secretary of the lodge where he is working) when required, he shall be excluded from all benefits until he does.

Any member of another lodge being in a town where there is a dispute and working at the time, will, in the event of any local levy being struck by the lodge in the town where he is working in support of such dispute, be required to pay the same, providing he is not compelled to pay levies to his own lodge at the same time.

36.—*Members discharged for adhering to rules, &c.*

That any member or members of this association discharged from his or their employment for adhering to these rules, or the recognized by-laws of any lodge, or through upholding trade customs, shall immediately give notice of the same to the lodge secretary who shall summon the committee, and the member or members so discharged shall attend and state his or their complaints candidly and impartially; and if the same be proved, that they or he have been unjustly discharged, a deputation (with a member of the E. C., if thought necessary by the lodge) shall be appointed to wait upon the employer, to firmly but respectfully remonstrate with him for discharging such member or members, and at the same time endeavor amicably to arrange the dispute; and if an arrangement cannot be come to with the employer, then the member or members so discharged shall be allowed the sum of 12s. per week while out of employment, and no member of the association shall work for such employer until the dispute be settled; but in no way shall this prevent members seeking employment, or refuse it when offered.

Should it be proved that such members refuse work, his or their pay shall be immediately withheld.

The lodge committee to make arrangements for such members signing their names twice daily in a book provided for that purpose.

No non-society men to be supported without permission from the E. C.

The lodge officers to meet at the club-house nightly, if required, to receive information respecting the dispute, and make any arrangements with the employer, and see that the members discharged are attended to and paid, until the dispute is settled.

The lodge secretary to inform the G. S. of the nature of the dispute, the number of members discharged, and all other necessary information, within twenty-four hours after the case has been considered by the lodge committee. In default, the lodge secretary shall be fined 2s. 6d., and 2s. 6d. for each twenty-four hours he neglects to give the information; the G. S. to give notice of the dispute to all lodges (see rule 24).

Should any member of the association seek employment where a dispute is pending after such notice, he shall not be allowed any expenses other than the usual traveling relief. Members not complying with the above to be fined 10s.

The secretary, on receipt of the notice, shall use means to make the case known to the members of his lodge. He shall send to the G. S. a weekly statement of the above; or if any members or non-members have gone into work in opposition, and, if any, their names, so that they may be sent round the lodges, until the dispute is ended. The lodge secretary, at the end of the dispute, shall send an account of the expenses, and how the dispute has been settled; he must also enter such expenses, and the names of the members discharged, in his quarterly return.

Any member discharged, as above mentioned, wishing to leave the city or town in search of employment, can have a special traveling card granted, by which he will be entitled to 12s. per week until he gets employment or the dispute is settled.

Strike traveling cards are supplied by the G. S.

No member or members, during a strike or dispute, shall be allowed to go into work without the sanction of the lodge or committee, or he or they shall be liable to be fined, not exceeding £5 and not less than £1, or expelled for working black, as the lodge may decide.

Officers and committee of lodges to be paid at the rate of 1s. per day extra during strikes. Members appointed on deputations, and not being lodge officers, to be paid at the same rate.

When a strike is settled the G. S. shall at once send to each lodge notice of the settlement of such strike (see rule 24).

Lodges are at liberty to advertise, post bills, or issue post-cards, in cases of dispute, as they may deem advisable, but in no case can the cost of such advertisements, bills, or post-cards be charged to equalization.

37.—*Lodges wishing to resist reductions or advance the interests of the trade.*

That should any lodge, being twelve months members and in benefit (providing there is no other dispute pending between any lodge and their employers, and thereby

receiving assistance from the association), wish a reduction of the hours of labor, or an advance of wages, or any other change for the welfare of its members, viz, increase of wages, or reduction in the hours of labor, not specified in their recognized by-laws, they must apply to and give notice to the G. S., stating all particulars of their intentions and requirements, the number of plumbers working in their town but not members of any lodge, and the grounds upon which they expect to gain their object, the G. S. to lay such statements before the E. C. for their consideration and sanction otherwise; and if they are in favor of the application of such lodge, and the lodge deem it necessary, a member of the E. C. shall be sent to assist the committee, or to wait upon the employers with the deputation appointed by the lodge, and state their objects, and endeavor to obtain their employers' concurrence; after which a notice must be given, to be approved of by the E. C., that at a certain date (allowing a reasonable time) the advantages applied for must be given or the men at such shops where it is refused will discontinue work until the dispute is settled; and the members striking will be allowed at the rate of 12s. per week, officers and committee 1s. per day extra. For carrying out such strike, the officers of the lodge must act as in rule 36, and report to the G. S., and return their expenses the same as in their quarterly returns.

In every case of dispute between employer and employed all moral means must be used to bring about an arrangement, and no act of violence, threat, intimidation, or abusive language will be countenanced by the association towards employers or non-society men during the strike, nor will the association screen any member from punishment due for such an offense.

The G. S. to present the weekly report of the strike to the E. C., so that they may make arrangements for the payments of strike weekly.

Any town where the E. C. is located shall not be allowed to strike for an advance, or resist by striking any reduction of wages, or grant any incapacitation claims, or other matters likely to lead to serious expense, without first giving notice to all the lodges, the votes for or against from each lodge to decide, the said voting to be published in the next quarterly return.

Any lodge striking for more than the terms of their application submitted to the E. C. will be immediately struck off the strike relief of the association.

38.—*Incapacitated from ever following the trade of plumber.*

That should any member who has contributed for not less than twelve months, and in benefit at the time, in consequence of accident whilst following his trade or from the effects of working at the trade (see Note 1), be totally incapacitated from ever following his trade, shall be entitled to £100 for the purpose of such member obtaining a livelihood in some business without the aid of charity or parochial relief.

Any member receiving the above benefit shall forfeit all further claims upon the association.

By paying 3d. per week he shall be entitled to the funeral allowance at death.

The above benefit will not be allowed if the accident was caused through drunkenness, fighting, or any disorderly conduct.

To receive the above benefit a surgeon's certificate must be produced to the effect that accident or effects of the trade has incapacitated such member from following his employment, and if the E. C. be dissatisfied with the first certificate they may cause another medical examination or official investigation to take place, and six months must expire after an accident or sickness caused by working at the trade before application can be received for the above benefit.

Members conveying their tools or materials to or from their jobs to be considered as working at their trade.

Note 1.—The intent and meaning of "effects of working at the trade" shall simply apply to lead poisoning, or lead paralysis, and not in any way to rheumatism, bronchitis, or other long-standing complaints. Such cases belong to the old age and infirmity part of this rule.

Any member having been ten consecutive years a full member of the association and through old age or infirmity be incapacitated from ever following his employment at his trade shall receive the above benefit, and to receive it a surgeon's certificate must be produced to the effect that old age or infirmity totally incapacitated such member from following his employment; and if the E. C. are dissatisfied with the first certificate they may cause another medical examination or official investigation to take place, and the E. C. shall decide as to the justness of each claim; and such decision shall be final, but subject to appeal at the next D. M.

In cases of mental derangement or other exceptional cases the above benefit (after approval by the E. C.) shall be paid to the member's wife, parents, or children, if supporting or having been supporting the said member; but in no case shall the aforesaid benefit be considered due to any institution, asylum, parish authorities, or next of kin.

Recipients of the above benefit resuming work, either as a workman or foreman, shall be called upon to refund the £100, and if necessary proceedings shall be taken to recover the same. Members receiving this benefit must sign an agreement at the time by which they undertake to return the money received under such circumstances.

39.—*Funeral benefits.*

Should any member in full benefit die, the person nominated or other person entitled shall be paid the sum of £10; or a full member's wife die, he shall be entitled to £5, for one wife only. Should a member in half-benefit die, £5 will be paid to the person nominated or entitled; or a half-benefit member's wife die, he shall be entitled to £2 10s., for one wife only.

The sum so allowed shall be for the decent interment of such deceased member, and if there are no relations at hand or such relations be incompetent to decently inter such deceased member, the officers of the lodge to which such deceased member belonged shall see that such deceased member be decently interred with the sum of money allowed in either case; and if any balance be left after such interment it shall be given to the person nominated or otherwise entitled, or returned into the hands of the association, as they may deem just.

To receive the above benefits the person entitled shall produce the certificate of a registrar of deaths, the same to be delivered to the secretary; also for any member residing more than 3 miles from the place of meeting a certificate of the registrar of deaths must be sent to the secretary. Should there be any doubt as to the right of the claimant to receive the money, the officers for the time being shall be empowered to withhold it and see the deceased decently interred therewith; and if there be any overplus after deducting their expenses it shall be handed over to the person nominated or otherwise entitled, or if there be none it shall go to the funds of the association.

The president to attend all funerals within 3 miles of the lodge, and to be allowed 1s. if such funeral takes place on Sunday; if on any other day, 3s. 6d., or find some other officer to officiate in his place; but if the president be required to attend a funeral out of the limits, special arrangements must be made with the lodge regarding his expenses.

For instructions in the case of the death of a traveler, see Rule "Travelers claiming sick benefit."

In compliance with the trades-union acts, nomination books will be provided for each lodge; and the secretaries must see that each member nominates some person allowed by the act to receive the funeral money; for each case of neglect the secretary will be fined 3d.

40.—*Members changing their residences.*

Any member changing his place of abode shall give notice in writing to the secretary the first meeting night afterwards, specifying the name of the place, street, and number, or forfeit 3d. for every meeting he neglects.

41.—*Members commencing business.*

That any member commencing business on his own account, by paying all dues and demands according to rule, shall be entitled to the sick, incapacitation, and funeral benefits, but he shall not be allowed to attend any meetings of the lodge, except the annual dinner, which shall be optional to him. Lodges to have the option of having an annual dinner or otherwise.

42.—*Members going abroad.*

That any member or members joining the army or navy, police force, coast guard, or any profession or calling where there is any extraordinary risk of accident or death, or going to reside out of the United Kingdom of Great Britain and Ireland, will forfeit all claim to the benefits of the association. Any member or members when sent to work for their employers out of the United Kingdom, will, by paying their contributions and levies, so as to keep in benefit, be deemed a member of our association, and entitled to all benefits, in accordance with these rules. But should any member wish it, he may, in preference to continuing his payments, clear himself off the lodge books, and discontinue to be a member until such time as he returns home. In such cases he shall be entitled to join his lodge by resuming the payments of contributions, &c., and his former membership shall be allowed him (providing he is not away more than five years) in case of incapacitated claim. All members claiming the above privileges, as to rejoining, must produce a surgeon's certificate as to health, and communicate

with, and, if allowed, join their lodge within one month of their return. Members sent by their employers out of Europe to work, will have to clear themselves off the lodge books, and conform to the above conditions, if they wish to resume membership.

43.—*Members leaving town.*

Any member leaving the city or town where his lodge is held, to work for an employer in any other city or town where there is no lodge, will not be required to work in accordance with the rules as regards wages and the hours of labor of his own lodge, but shall work in accordance with the rules and regulations of the city or town in which he is employed.

44.—*Members visiting lodges.*

Any member or members from one lodge visiting another, must produce their pence card to the officers of lodge-room, to hear the business, but he or they will not be allowed to speak on any subject under discussion, unless called upon to do so by the president of the lodge; but in no case can such member or members be allowed to vote on any question. Members visiting to be subject to the lodge rules.

45.—*Piece work.*

That no member or members of this association shall be allowed to take work from his or their employers by contracts for any given quantity. Any member so doing will be subject to a fine of 2s. 6d. per day for every day he or they may be so employed at such work. That no member shall be allowed to take work in any shop where such contract work is done, he having a knowledge of the same, under a penalty of 5s.

46.—*Disorderly members.*

That for the better regulation and keeping good order in the lodge, if any member enter the club-room intoxicated, or molest the president, stewards, or committee in the exercise of their duty, or refuse to sit down or be silent after the president has called order three times, and continues to repeat the same, to the disgrace of himself and the disturbance of the society, or should any member be heard to swear or curse, promote gambling, or offer to lay wagers, or attempt to degrade each other, with regard to trade, or offer to fight, or use any obscene or profane language, or cast any personal reflections, or urge any other member to strike him, or by any means stir up strife, to the disturbance of the society, the president for the time being shall have power to fine such member or members so offending, according to their by-laws, not exceeding 2s. 6d., and to order the offending party or parties out of the room for that night; and should they refuse to do as requested, they shall be liable to a penalty of any sum not exceeding 20s., or being expelled the association, as the lodge committee may determine, with the E. C.'s sanction.

47.—*Members making known the business of the lodge.*

Any member unnecessarily making known the business of the lodge to any but members, or making known any member's name that has voted against persons becoming members of the lodge, or voted on any other business, shall be fined the sum of 2s. 6d. for each offense; or if known to get a non-society man into work while a member is out, he shall be fined 5s., unless some reasonable objection can be given.

48.—*Proceedings in case of dispute, and appeals of members, lodges, and the association.*

That in case of any dispute arising between any member or members of any lodge, or any member or members and the lodge, the party so aggrieved shall attend a meeting of the committee and state the nature of their grievance, and if it is satisfactory to the committee they shall order the secretary to summon the aggrieving party to attend the committee meeting, when the complaining party shall attend also, when the case shall be thoroughly investigated; but if the aggrieving party do not attend when twice summoned by the secretary, the case shall be considered as proved or admitted, and he shall be fined, as the case may be, according to Rule 17. If the complaining party do not attend to prove his case, it shall be considered as a false accusation, and he shall be fined 5s. That the committee shall have the power to grant the expenses of either party as the case may be, to any amount not exceeding 5s.; which shall be paid for by the losing party. But the committee's decision in disputes between members and lodges can be appealed against to the E. C. All disputes and appeals to be made within one month.

Any member or members can appeal to the E. C. by sending a written statement of the dispute and 5s. for expenses; the appeal to be made within one month of the decision of the local committee. The G. S. to furnish the lodge with a copy of the said appeal, so that the lodge may have the opportunity of replying to the same, or that they may send their version. The decision of the E. C. in all cases to be subject to the D. M.; and if the decision of the E. C. be against the lodge, the 5s. paid by the member or members must be returned by the lodge, and against the member or members the 5s. so paid shall be forfeited; and that in any dispute between lodges and the association, the lodge can appeal to the E. C. by sending a written statement of the case to the G. S., and if the lodge is not satisfied with their decision, an appeal may be made to the D. M. by giving one month's notice, the decision of the D. M. to be final. The expenses of such appeal, if decided against the lodge, must be paid by the lodge; and if the decision be against the association, the expenses must be equalized on all the lodges except the lodge appealing.

49.—*New lodges.*

That any society, or body of plumbers not in society, wishing to join the association, can have a copy of the rules supplied by applying to the G. S., or nearest lodge in connection; and if the application be made to a lodge the secretary shall inform the G. S., and he must endeavor to forward the opening of such lodge, allowing time for providing the necessary books, &c., for which the lodge will have to pay at cost price; and the E. C. shall make such arrangements as they may deem necessary for the opening of that lodge. The member or members (except the G. S.) appointed shall be entitled to 12s. per day and third-class railway fares, and bus, tram, or other conveyance expense.

50.—*By-laws.*

That any lodge shall be at liberty to make by-laws to suit their own locality as to the rate of wages, hours of labor, election of officers, providing they do not interfere with the fundamental principles herein laid down (the said by-laws to be provided by the lodges requiring them), and that a copy of the said by-laws must be sent to the G. S. for his reference; and any alteration of such by-laws must receive the sanction of the E. C. before they can be recognized by the association; and that any lodge that has no printed by-laws must send to the G. S. their hours of labor, wages, and all established customs, and when making any alteration of the same, must receive the sanction of the E. C. as before mentioned.

The above by-laws having been sanctioned by the E. C., lodges have the power to strike at once on any infringement of the same, and be entitled to receive the support of the association.

51.—*Offenses where no fines are mentioned.*

That any member committing an offense against a lodge, for which there is no fine mentioned in these rules, shall be subject to fines not exceeding £5, as the committee or lodge think proper, with the E. C.'s sanction.

52.—*Members attempting to break up a lodge.*

That if any member shall attempt, either publicly or privately, to break up any lodge, or encourage the breaking up of the same, he or they so offending shall, if proved satisfactorily, be fined £3, and forfeit all money paid and all benefits that may be derived from the association, until such fine is paid.

53.—*Embezzlement.*

That should any member or members be found guilty of fraudulently embezzling any property or money belonging to any lodge or the association, he or they shall be immediately prosecuted, or otherwise, as may be decided by the E. C.; and any member being fined, and not paying the same, or being prosecuted, shall forfeit all benefits.

54.—*Salaries of officers.*

That the management of each lodge, as regards its expenses, be paid by each lodge; that the salaries of the officers be such as the officers and members of each lodge may agree upon; and that the salaries of the officers for the management of the association be such as may be agreed upon at each D. M. In no case shall the delegates have power to raise any salaries whatever, unless three months' notice be given to lodges previous to D. M. being held, so that the votes of the association can be taken thereon.

55.—*Observance and alteration of rules.*

That these rules be strictly observed by the officers and members of this association, and that they are not to be broken or made void unless agreed upon by the votes of the association. The officers and committees are requested to insist upon them being duly observed, and the fines imposed according to rules; but if at any future period it be thought requisite by the members of any lodge, at a quarterly or special meeting, to alter, add to, or improve these rules, a committee shall be appointed for the same, and submit their alterations to their respective lodges; and any additions or alterations agreed upon by any lodge must be sent to the G. S., so that he can lay copies before the E. C.; and if approved by them, to forward copies to all the lodges, so that they may support, alter, or approve of them; and if approved by them, the same shall be binding, and the rule or rules so altered shall be printed, and a copy issued to every member through his lodge. Propositions, protests, and other important matters must be sent to the G. S. not less than three months before the D. M., so that copies can be sent to all lodges, that they may support, amend, or otherwise, through their delegates at the D. M.; and no matter will be allowed to be submitted to the D. M. that has not been before the lodges. The E. C. shall be allowed to submit any alteration or additions to rules, but shall issue theirs and the lodge amendments in the same pamphlet. Propositions for altering rules, or any other question, except questions of appeal, cannot be received by the G. S. for the purpose of laying them before the D. M. from any private member of a lodge, as all propositions coming before the D. M. must come only through the E. C. or through the lodges. Alterations shall be registered as provided by the secretary of state's regulations.

56.—*Dissolution.*

This association shall be dissolved when its members are reduced to seven; the notice of such dissolution shall be sent to the registrar in accordance with trades union act 1876, sec. 14.—*Secretary of State's Regulations.*

RICHARD PEACHEY.
THOMAS BROWN.
MICHAEL BROWN.
ABRAHAM THOMAS ARGENT.
JAMES WILLMOTT.
WILLIAM EDMUND FOSTER.
THOMAS CLARKE CARY.

It is hereby certified that the United Operative Plumbers' Association of Great Britain and Ireland has been registered under the trade-union acts 1871 and 1876 this 26th day of February, 1884.

REGISTRY OF FRIENDLY SOCIETIES,
Central office.

Copy kept.

FORMS OF NOTICES.

Form of declaration.

The president must see that this form is signed immediately after the reading-in ceremony: I, ———, residing at ———, do hereby declare that I am ——— years of age next birthday, and that I am a plumber by trade and am not afflicted with any periodical complaint or disorder; and agree of my own free will and consent, to abide by and submit to the rules of this association, and to conform to such alterations as may be made from time to time; and will by all possible means promote the well-being of every brother and the prosperity of this association. Should it ever be proved that I have made any false statement in this declaration, I will forfeit all claims to the association. In witness thereof I hereunto set my name. _____

This form to be sent to the G. S. with the quarterly return.

Notice of sickness in town.

To the Stewards of the ——— Lodge of Operative Plumbers:

[Date.]

I am sick and not able to attend my work, and request the society's assistance.

Yours,

Notice of recovery in town.

[Date.]

To the Secretary of the ——— Lodge of Operative Plumbers :

I am so far recovered as to enable me to resume my employment on ———, having been sick ——— weeks, and received ———.

Yours,

—————.

Notice of death.

The certificate as supplied by the registrar of deaths. To be sent to the G. S. with the quarterly return.

NOTICES OF RECOVERY, SICKNESS, OR DEATH FROM MEMBERS RESIDING MORE THAN THREE MILES FROM THE PLACE OF MEETING.

Notice of sickness.

[Date.]

To the officers of the ——— Lodge of Operative Plumbers :

This is to certify that ———, a member of your society, is sick and unable to follow his employment, and requires the society's assistance.

—————, *Medical Attendant.*—————, *Sick Member.**Notice of recovery.*

[Date.]

To the officers of the ——— Lodge of Operative Plumbers :

This is to certify that ———, a member of your society, is so far recovered that he is able to resume his employment on (date).

—————, *Medical Attendant.*

BY-LAWS OF THE DUNDEE BRANCH OF THE UNITED OPERATIVE PLUMBERS' ASSOCIATION OF GREAT BRITAIN AND IRELAND.

1. Any apprentice leaving his former employer shall not be recognized in the trade unless he can show a certificate of servitude, and shall not on any condition receive more than the current apprentice pay.

2. That any member known to advise any apprentice to leave his employer during his apprenticeship, shall, if proved, be fined according to Rule 12.

3. Any member working 3 miles out of town shall receive 6d. per day country allowance, or any distance beyond the 3 miles, if returning the same night, the distance to be taken from the cross. One shilling per day to be the allowance if lodging at the job.

4. Any member working at bleachfields, paper-mills, and chemical works, 1s. per day if returning same night; 1s. 6d. to be the allowance if lodging at job.

5. Members working at Newport to leave with the half-past 4 boat, so as to be in Dundee by 5 p. m. Members to make up half hour in meal hours.

6. Members working in Broughty Ferry to leave with any train not arriving in Dundee before 5 p. m. Newport and Broughty Ferry to be exempt from country allowance.

7. That all time worked after 51 hours per week be paid at the rate of time-and-a-half.

8. That no member of this association shall be allowed to take a job at 10 hours a day—public works excluded.

9. Any member of this lodge jobbing on his own account, when in the regular employment of a master, shall be fined according to Rule 12.

10. That time-and-a-half be allowed for holidays and fast days. Members lodging at the job to have the option to work for time.

11. Members working at old ship work to receive the sum of 4d. per hour black money.

12. Any member violating these laws, or knowing of a member violating them, to be subject to fine, not exceeding 20s. and not less than 2s. 6d.

5. RULES AND REGULATIONS OF THE UNITED OPERATIVE CABINET AND CHAIRMAKERS' ASSOCIATION OF SCOTLAND.

[Agreed to at a meeting of delegates representing the cabinet-makers of the principal towns in Scotland, held in No. 6 St. Andrew Square, Edinburgh, on the 20th, 21st, and 22d November, 1873, and confirmed by the several branches of the Association January, 1874.]

PREAMBLE.

Name.

This society shall be designated "The United Operative Cabinet and Chairmakers Association of Scotland."

Objects.

The objects of the association shall be the insurance of the tools and tool-chests of its members; the protection of their labor; support when unemployed; the fostering of those sympathies which ought to exist among members of the same trade; to promote a good and fair understanding between employer and employed; and to afford a ready means, by arbitration or otherwise, for the settlement of every dispute.

NOTE.—With the increase of the funds of the association there will be an enlargement of its benefits, or other measures developed calculated to promote the general interests of the trade.

A sick section is now opened in connection with the association. Branch office-bearers will give all information to members in connection with it.

All alterations on rules to March, 1882, are included in this issue, March, 1882.

RULES.

1.—*Government.*

That this association shall be governed by an executive committee, the office-bearers, and committees of the several branches.

2.—*Admission of members—Entrance money.*

1. That any journeyman cabinet-maker, chairmaker, carver, or turner may be admitted a member of the association upon application to the office-bearers of any branch, subject to the revision of the first meeting of said branch. Those admitted shall pay an entrance fee of 3s., which must be paid up within three months, or whatever sum may have been paid will be forfeited; the entrance-fee shall include the charge for a copy of the rules, and also a contribution book. Membership to count only from date when full entry money is paid up.

NOTE.—Should any member lose his card or copy of rules, he will be charged 2d. for a new one.

2. Apprentices may become members and be enrolled free of entry money if they apply for admission before the last year of their apprenticeship. Apprentices in their last year to pay half entry money.

3. Those who have been members of any cabinet-makers' society having a similar basis, shall be admitted free if they apply for admission with a clear card within one month from the time of their leaving such society.

3.—*Contributions.*

Members shall pay a weekly contribution of 4d., which must commence at date of entry, but all subscriptions can only be received as entry money until the same is paid up. Apprentices to pay one-half contributions, and be entitled to half benefits. Three months' full contributions to be paid before they become entitled to higher benefits.

4.—*Constitution of the seat of government.*

That any branch with fifty members will be eligible to stand for election as the seat of government; but any branch may decline to stand if they think they are not in a position to hold this trust. The branch elected will hold the seat of government for three successive years. They shall not again be eligible for election until all the other branches qualified as above have been elected as the seat of government.

5.—*Election of executive committee and office-bearers.*

The branch elected will be considered the central branch, and shall appoint the executive committee from among their members, which will consist of eleven members, including the president, secretary, and treasurer. The secretary shall remain in office during the time that the seat of government remains in that branch; the other office-bearers and members of committee shall remain one year, but shall be eligible for re-election, four members of the committee retiring alternately every six months; the four having the fewest votes shall retire the first six months.

NOTE.—In any town where there are more than one branch, they will be considered one in the appointment of the seat of government.

6.—*Duties of the executive committee.*

A majority of members of the executive committee shall form a quorum; they shall meet on the first Tuesday of each month at time and place appointed, or oftener if necessary; they shall keep a watchful and general supervision over the branches in the interest of the association, check all unnecessary expenditure, see that all money not required for immediate use is deposited in bank in name of the trustees, advise with branches in any matter under dispute, and generally conduct the business of the association with prudence and economy. That the executive committee shall purchase all books, stationery, &c., for the use of the society; that the executive committee shall be paid at the same rate as branch committees while doing the business of the association (see appendix of office-bearers' salaries), and if necessary to hold day meetings they will be paid the same rate as members attending delegate meetings (see Rule 45).

7.—*Duties of the president.*

The president shall preside at all meetings of the executive committee; conduct the business in a proper manner; shall vote as a member, and in the case of an equality of votes shall have a casting vote; he shall see that the decisions of the committee are carried out.

8.—*Duties of the general treasurer.*

The treasurer, who must be a respectable householder, shall receive all moneys transmitted to the executive committee, and keep a correct account of the same, with all vouchers for payments made; he shall not pay any bill or account till such has been passed by the executive committee, and signed by the chairman, who shall affix the stamp and seal of the association; he shall give to the association satisfactory security for all moneys in his possession; and he shall at no time have in his hands a larger sum than £10 of the funds of the association.

9.—*Duties of general or central corresponding secretary.*

The central corresponding secretary shall attend all meetings of the executive committee, take minutes of the proceedings thereof, check from time to time the intromissions of the general treasurer, at least once a fortnight, and append a docket to that effect in the association cash-book. He shall countersign all receipts granted by the general treasurer to branch treasurers. He shall conduct all correspondence, keep a register of the members, and generally transact all business and answer all matters which may be required of him by the executive committee, convene all general meetings, and when required by the chairman, or two members of the committee, convene the special meetings. He shall make up a balance-sheet of the affairs of the association once a quarter, and forward a copy to each of the branches, and send to each branch a copy of the state of trade throughout the association at the beginning of each month. He shall also make up an annual report and balance-sheet; deliver the same to the auditors for examination, thereafter to be printed and issued to all the members through the various branches of the association not later than 20th April in each year. He shall (if required) prepare and send to the registrar the various returns required by the statute.

10.—*Auditors and their duties.*

Three auditors shall be appointed annually out of the central branch, whose duty it shall be to audit the accounts of the association quarterly, and assist the general secretary in preparing the annual report. The books at the end of the financial year to be audited by any of the branches that may be appointed by the association.

11.—*Trustees and their duties.*

That all money collected for, or on account of, the association, on being received by the executive committee, shall go into the common fund, and be appropriated to no other purpose than that set forth by the rules. All moneys not immediately wanted shall be deposited in such bank or banks as may be agreed on—a part of it as a working fund, to be entered in the name of the association and two trustees, and the central corresponding secretary; the trustees to be elected by the central branch, and their names submitted to the association in the following report; and if no objection is lodged within fourteen days, the election to be valid.

The working-fund not to be less than £100, and not to exceed £200; but when it exceeds £200, £100 shall be lifted and deposited as a sinking fund, the sinking fund to be entered in the name of the association, six trustees, and the central corresponding secretary; the six trustees to be elected by the six branches having the highest number of members, each branch to elect one; their names to be submitted to the association as above.

No money to be withdrawn from the bank from the working fund except by the central corresponding secretary and two trustees. No money to be withdrawn from the sinking fund without the signature of four trustees and the central corresponding secretary. The trustees of both funds not to give their signatures to any bill for drawing money without a letter from the executive committee, signed by the chairman, authorizing them to do so.

12.—*Legal proceedings.*

The executive committee shall institute all legal proceedings against all officers or members who may in any way defraud the association, and against all trustees, officers, and branches who may refuse to sign or deliver up to any person appointed by the association to receive the same, all checks or other documents which may have been intrusted to their care, or which require their signature. When the branch is entirely closing all connection with this association, and failing to transmit all moneys, books, and properties of the association, with a correct balance-sheet, to the executive committee, the central corresponding secretary to be empowered to take all legal proceedings to recover the same as property of the association.

13.—*Formation of branches and general instructions.*

Any number of cabinet or chair makers, not less than five, who are desirous of forming a branch in connection with this association, shall apply to the executive committee; and if the committee decide that a branch should be opened at the specified place, they shall adopt such measures as shall be necessary to carry the decision into effect; each branch under twenty members to be governed by a president, secretary, and two members of committee, the president to act as treasurer. Branches having more than twenty members shall appoint a treasurer and one additional member of committee for every ten members more than twenty up to fifty, and thereafter one member of committee for every fifty additional members, but not to exceed ten members of committee, exclusive of the three office-bearers; and that no member can hold two offices in any branch where there are more than twenty members.

14.—*Election of branch office-bearers.*

That the office-bearers be elected annually, and be eligible for re-election; the president and treasurer to be elected at the meeting in September, the secretary in March; the members of committee to serve twelve months, and retire in equal numbers every six months. If possible, no more than one member of committee shall be taken from any shop. To obviate the confusion of odd numbers in committee, the minority to be elected the one six months and the majority the next.

15.—*Quarterly meetings.*

That the financial quarter of the various branches shall end with the last day of May, August, November, and February, and the quarterly meeting be held between the 1st and 7th of the following months. The financial year to end in February.

16.—*Branch president and his duties.*

The president of each branch shall have the same powers and duties as the chairman of the executive committee.

17.—*Branch treasurer and his duties.*

The branch treasurer must be a respectable householder, and shall give satisfactory security to the branch. His duty shall be to receive all moneys collected for or on account of the association, and pay all debts incurred by the branch when authorized by the committee. He shall not retain in his possession more than £10 of the moneys of the association, but place it in any bank the branch committee may agree to. He shall keep a proper account of all moneys received and paid out by him for the branch. He shall attend as often as agreed to by his branch, along with the other office-bearers, to conduct the general business of the branch. No cash to be remitted to the executive without an order from the general secretary, signed by the general president, which the treasurer must show to the branch trustees before they sign a check or receipt for the amount to be remitted.

18.—*Branch secretary and his duties.*

The secretary of each branch shall attend all meetings of the branch. He shall have the custody of all papers, books, and documents of the branch, and keep the same in such a place as the branch committee may appoint. He shall conduct all the correspondence of the branch. He shall report to the general secretary the names and addresses of the office-bearers of the branch within four days after their election. He shall convene all meetings of the branch or committee, and take minutes thereof. He shall receive and enter in the branch cash-book the members' contributions and sign the members' contribution book.

He shall communicate, about the 25th of each month, with the executive committee as to the state of trade, and within three days after quarterly meeting he shall transmit to the executive committee a correct balance-sheet of the income and expenditure of his branch for the quarter, signed by the auditors; the number (if any) of new members, with each member who has drawn a transfer-card, with the date of the same.

He shall also furnish annually the nearest approximate to the number of journeymen and apprentices in the trade in and around his own district, with the rate of wages and the number of hours wrought per week, for publication in the yearly report.

19.—*Branch auditors and trustees.*

Two auditors shall be appointed at the quarterly meeting in March. They shall continue in office one year. Their duty will be to audit the books and sign the quarterly reports, and examine all the papers and accounts connected therewith. Each branch shall appoint two trustees, in whose name, along with the branch treasurer's, all moneys shall be placed in whatever bank may be agreed upon.

20.—*Branch committee and their duties.*

The committee shall govern the affairs of the branch between the several meetings; they shall take a general supervision of and interest in all the affairs of the trade, and shall see that the regulations of the trade are as far as possible complied with; and shall, on being made aware of any grievance that any member or shop may complain of, previous to such member or shop stopping work in consequence of such grievance or dispute, use all means, either by conferring with the parties or by arbitration, to obtain an amicable adjustment; failing the settlement of the matter, they shall either call a special meeting of the branch or bring it before the first general meeting; the majority of the committee, including office-bearers present, shall form a quorum. Any Branch, where it is necessary, may appoint a job settling committee.

21.—*Grievances and disputes.*

Any member having a grievance shall first submit it to his shopmates, and, if they consider it necessary, he shall bring it before the committee.

22.—*Branches contemplating a movement.*

When a movement for an advance of wages, the further reduction of the hours of labor, or any other cause, is contemplated by any branch, the secretary to report to the executive committee, and state the number of paying and payable members, the number likely to cease from work as nearly as possible, the state of trade in the locality, the position of the association in the district, with the votes of the branch for or against the movement.

Before a stoppage of work can take place the branch must have consulted the other branches of the association through the executive committee, and the majority of the members of all the branches must be two for to one against; and in the branches about to stop work the votes must be three for to one against before such cessation of work can take place. Any branch acting contrary to this rule shall not receive support from the funds of the association, except in cases of actual reduction of wages, augmentation of the hours of labor, or attempt of a change in any system at present adopted by such branch. When such branch is so situated, they shall immediately give full particulars of their position and prospects to the E. C., who shall grant the necessary assistance if they think a vote of the association unnecessary.

23.—*Branches imposing illegal fines, &c.*

Any branch exacting an extra entrance fee, or imposing any fine or sum of money whatsoever, from members of the association when working within the locality of that branch's operations, unless such has been previously approved of and sanctioned by the association, shall be considered to have violated one of the fundamental principles of this association, and shall therefore cease to be entitled to participate in its benefits until restitution has been made satisfactory to the association.

24.—*Branch by-laws.*

Branches shall make their own by-laws, but they must not be contrary to the general laws. Branches on joining the association shall draw up and issue through the quarterly reports, for the approval of the association, the principles upon which, as branches, they mean to act as regards the question of apprenticeship, overtime, working by-laws, and regulations.

25.—*Branches submitting questions and appeals.*

Branches submitting any question for the consideration of the members of the association must do so through the executive committee, the votes of the various branches to be returned through the executive committee and published by them in the following report. Any branch not satisfied with the decision of the executive committee on any question on which their opinion was asked may appeal against such decision to the branches. Any branch so appealing must send their appeal, with a statement of their question, to the executive committee for insertion in the following report, at least one week previous to the issuing of the report. No branch shall have power to vote in justification of their own appeal.

26.—*Branch decision wherein the laws are silent.*

Any branch coming to a decision on any question wherein the laws of the association are silent, shall immediately forward such decision to the executive committee for insertion in the next report; and should neither the executive committee nor any other branch tender an amendment in the report following that in which the branch's decision was published, said decision shall form a precedent to all other branches in cases of a similar nature.

27.—*Branches seceding.*

In any case where the majority of a branch shall secede from the membership of the association, the books, documents, moneys, and property shall be held by the minority on behalf of this society; and should the entire branch secede, the executive committee, for the association, shall claim all such property, without any power of appeal against such proceeding in either case.

28.—*Collectors or shop delegates.*

In any shop where there are three or more members employed they shall send the contributions by a delegate every week or fortnight (as the branch agrees) to the committee rooms and pay them to the treasurer. The contributions to be collected as above by the members in rotation; the delegate to be responsible for the contributions collected. He shall report to the committee any matter of importance that may have transpired in the shop he represents, and also give information to his shopmates in reference to the proceedings of the association.

29.—*Members in arrears.*

Any member eight weeks in arrears to be written to by the secretary, for which he will pay 1d. If from twelve to sixteen weeks in arrears, he shall be suspended

from benefit for a fortnight after his arrears are paid; and after sixteen weeks in arrears he shall cease to be a member and can only be admitted as a new member. Members sick or unable to work, or out of employment, will be exempt from paying contributions, and will be considered good on the books of the association if reported at the first meeting night after the date of illness, also on first meeting after resuming work. Any member receiving six weeks' out-of-work benefit, and thereafter earning a livelihood at any other business, shall pay his contributions; failing to do so, he will receive his clearance card, according to Rule 30.

30.—*Members becoming foremen or leaving the trade.*

Any member becoming foreman may continue a member by paying the regular contribution, but shall be disqualified for election to any office, and from voting on any question. He shall be exempt from fines. Any member leaving the trade may obtain a clearance card from the secretary of his branch upon the payment of his arrears; and if he wish to become a member afterwards he shall be admitted free of entry money as a new member, provided he has not worked as a journeyman cabinet or chair maker in any locality where there is a branch of the association.

BENEFITS.

31.—*Insurance benefit and regulations in reference thereto.*

That all members' tools and tool-chests will be insured against loss and damage by fire, to the extent of £5 for the first three months of membership; for the following nine months, £10; for the next twelve months, £12; and after two years' membership to the extent of £14. The insurance upon tool-chests to be limited to £2 10s. each. Any member may insure extra by paying 3d. per pound, to be paid yearly in advance. On the death of a member his insurance claim will hold good for four weeks after his death, provided the tools remain in the shop where he was working to allow a little time for their disposal.

32.—*Member's duty on sustaining loss.*

That any member sustaining loss of, or damage to, his tools or tool-chest by fire, shall give to the secretary of his branch, within forty-eight hours, a correct statement of said loss or damage; failing to do so, he will forfeit 5 per cent. of the amount due to him, unless a reasonable excuse be given.

33.—*Duty of fire committee.*

That the president, secretary, and treasurer shall act as a fire committee, in which capacity their duty will be, in cases of fire, to examine and report to the branch committee upon the amount of damage done by fire and water to the tools and tool-chests of members. Any member dissatisfied with their report may appeal to the committee, and if not satisfied with their decision, he can appeal to the first quarterly meeting of the branch, whose decision shall be final. The committee are empowered to adopt any measures to prove the authenticity of the account rendered by any member; and if a member be found guilty of rendering a false account, he will forfeit all claim to his insurance benefit.

34.—*Insurance fund.*

That £500 be set apart for an insurance fund, which shall not be available for any other benefit connected with the association. In the event of the funds of the association being reduced below this sum, a temporary addition may be made to the contributions to make up the deficiency.

35.—*Unemployed allowance.*

That any member, having worked and paid six months' contributions, when unemployed through dullness of trade, and who cannot obtain work in the locality of the branch of which he is a member, shall receive 10s. for the first week unemployed, and 1s. and 8d. per day thereafter for any period not exceeding six weeks (first week inclusive.) Any member who has obtained the full out-of-work allowance shall not be entitled to such benefit again until he has worked and paid nine months' contributions. If a member obtains work after he has received only four weeks' allowance, to be again entitled to the full out-of-work allowance after having worked and paid six months' contributions; but should any member be deprived of his employment through his own misconduct, he shall forfeit his allowance for such idleness.

36.—*Traveling allowance.*

Any member out of employment, and having worked and paid six months' contribution, if he cannot obtain work in the locality of the branch of which he is a member, will be entitled to receive third-class fare, and carriage of tool-chest (by goods train), both inclusive, not to exceed 12s.; six months' contribution to be paid as above before a member is again entitled to this benefit, if he draws the full amount; but a member may draw two or three times provided he does not exceed 12s. in all the course of six months. This benefit not to be paid to a member going where a branch of the association is, or elsewhere in Scotland, unless he can satisfy the committee that he has a job to go to.

37.—*Cessation of work benefits.*

Any member losing employment, or ceasing to work in his endeavor to carry out any object for which this association was formed, if his conduct is sanctioned or approved of by the branch of which he is a member, or the committee, he shall receive 15s. per week while thus out of work; and if he determines to try any other locality, he shall receive traveling allowance as stated in Rule 36.

38.—*Members' duty when out of work.*

Every member receiving unemployed allowance, or cessation of work benefit, must sign a book every day, between the hours of ten and one, at whatever place the committee may appoint; failing to sign the book between those hours he shall forfeit that day's allowance; and any member out of work when informed of a job failing to make application for the same within twenty-four hours, shall forfeit the allowance of the association for two weeks, unless he can satisfy the committee with a reasonable excuse.

39.—*Emigration benefit.*

Any member emigrating forth of Europe, after having been three years in the association, upon satisfying the committee, will receive six weeks' unemployed allowance at once, provided he has not drawn it for one year; if drawn in part, the balance to be paid to him.

40.—*Funeral benefit.*

Any member dying after having worked and paid one year into the association, his widow or next of kin shall receive the sum of £2 10s.; after two years' membership as above, £5. In the event of any member of the association dying who is entitled to his benefit, having no relatives, and not having appointed a trustee to receive the benefit, it will be the duty of the office-bearers of his branch to see that he is decently interred.

41.—*Members removing to other towns.*

Any member of the association removing to another town where a branch of the association may be in operation, will, on paying up his arrears (if any), receive a clear card from the secretary of his branch, with the date of his entry thereon, which card will entitle him to enter into any branch of the association, with all benefits, according to such date of entry. In the event of there being no branch within 4 miles of the town to which he removed, he may, by remitting his contribution, continue a member of the branch he has just left.

42.—*Members defrauding the association.*

Any member guilty of defrauding the association shall not be entitled to any of the benefits until restitution has been made satisfactory to the association.

43.—*Fines, penalties, &c.*

1. Any of the office-bearers of the association absent from their duties on meeting nights to be fined 1s., members of committee to be fined 6d., unless under circumstances over which they have no control. All fines not paid at the end of each quarter, to be charged as arrears of contribution.

2. Any member of the association absent on quarterly or special meeting nights to be fined 2d. for each occasion: and if absent from the meetings regularly, the committee to urge upon the member the necessity of his attending the meetings.

44.—*Duty and privileges of members.*

That the members will have a right to vote at all quarterly and special meetings of the association, take an active interest in its welfare, support all measures emanating from it, show any non-member the propriety of becoming a member for his own and the general good; and that they, to the utmost of their power, discountenance all competition with their fellow workmen.

45.—*Delegate meetings and their powers.*

1. Whenever the executive committee believe that the interests of the association would be promoted by convening a delegate meeting they shall state their reasons in full to each branch, and if two-thirds of the members voting are in favor of it the executive committee shall call said meeting of delegates.

2. Each branch to send one delegate for every fifty members or under, and no branch to send more than three. Any branch not sending a delegate shall abide by the decisions of those assembled.

3. The delegate meeting shall not have power to make, alter, or rescind any law unless the proposed alteration has been given notice of by the executive committee to the members of all the branches six weeks previous to such meeting, and read and discussed at the quarterly meeting or at a general meeting convened for the purpose.

4. Whatever is agreed upon at the delegate meeting shall be binding on all the members of the association.

5. A copy of the minutes containing the resolutions and votes of the delegates to be forwarded to each branch as soon as possible.

6. Each branch secretary must send in the propositions of his branch for any alteration or addition of the laws to the executive committee three months before delegate meeting. Copies of all the propositions shall be furnished to each branch of the association.

7. Any member delegated on the association's business shall be allowed the same rate of wages he is receiving at the time, but not less than 5s. per day (Sundays excepted).

8. All delegates shall be allowed the cheapest railway fare by which it is most convenient to travel; they shall receive 6s. per day as expenses (Sundays included), but if any delegate reside within 3 miles of the place of meeting he shall only be allowed 3s. per day.

9. The accounts of all such expenses to be sent to the executive committee and published in the yearly report.

46.—*Questions affecting the rules and constitution of the association.*

1. That all questions affecting the rules or constitution of the association shall be decided by a majority of members.

2. Branches, on moving any of these questions, shall do so through the executive committee (for transmission to the various branches) at least six weeks previous to the quarterly or special meeting at which it (or they) will be considered.

3. Any branch will have the power at this meeting (first at which the question is considered) of moving amendments on any of the questions brought forward; the amendment (if any) to be transmitted to the executive committee for insertion in the report.

4. The vote to be taken and considered definite at next meeting following that in which the question has been laid before the branches.

5. Should the executive committee consider the question of vital importance, that they advise, and the branches have the power of calling special meetings, within fourteen days after the consideration of the question, at which they can decide the matter.

6. And that the quarterly and special branch meetings shall be convened by bills sent to the workshops. The secretaries of the branches to put notice of motion or amendment on the bills, and that this will be considered sufficient intimation thereof.

7. Members absent from the meeting will be considered as agreeing to the various resolutions passed there, and be held responsible for the working of the same.

47.—*Alteration of rules.*

That no alteration be made on the rules except at the last quarterly meetings of the financial year. Proposed alterations to be made at the December meetings and sent to the executive committee, for placing before the branches at the meetings in March.

48.—*Trades-union congress.*

A vote of the association to be taken annually as to whether a representative be sent to the trades-union congress, the executive committee to have the appointment of the delegate.

APPENDIX.

SCALE OF OFFICE-BEARERS' SALARIES.

General president, per quarter, 10s.; general treasurer, per quarter, 10s.; general secretary, per quarter, £3.—for the first 1,000 members. On increase of members above 1,000, a general vote of the association to be taken on the increase of executive office-bearers' salaries.

Branch secretary's salary.—Number of members, 5 to 10, 10s. per annum; number of members, 10 to 20, 15s. per annum.

Branch president's salary (acting as treasurer).—Number of members, 5 to 10, 5s. per annum; number of members, 10 to 20, 10s. per annum.

Three office-bearers above twenty.

Number of members.	Secretary.	Treasurer.	President.
	<i>Per annum.</i>	<i>Per annum.</i>	<i>Per annum.</i>
20 to 30.....	£1 5 0	£0 12 6	£0 10 0
30 to 50.....	1 10 0	0 15 0	0 12 6
50 to 75.....	1 17 6	0 17 6	0 15 6
75 to 100.....	2 5 0	1 2 6	0 18 0
100 to 125.....	2 15 0	1 7 6	1 1 0
125 to 150.....	3 7 6	1 12 6	1 5 0
150 to 175.....	4 0 0	1 17 6	1 16 0
175 to 200.....	4 10 0	2 2 6	1 15 0
200 to 225.....	5 2 6	2 7 6	2 0 0
225 to 250.....	5 15 0	2 15 0	2 5 0
250 to 275.....	6 5 0	3 2 6	2 10 0
275 to 300.....	5 15 0	3 10 0	2 15 0

And that the various committees be remunerated at the rate of 7d. per hour while doing the business of the association; and for day-time lost while attending to this business they shall be remunerated according to their rate of wages, but in no case to exceed 9d. per hour. Auditors to be remunerated for attending to their duties at the following rate per quarter: 25 members, 6d.; 50 members, 9d.; 100 members, 1s.; 150 members, 1s. 3d.; 200 members, 1s. 6d.; 250 members, 1s. 9d.; 300 members, 2s., &c.

BY-LAWS IN CONNECTION WITH THE MANAGEMENT OF EDINBURGH BRANCH; JOB SETTLING COMMITTEE.

Three members shall be appointed to form a job settling committee, one to be appointed every quarterly meeting, and to continue in office for nine months. It shall be the duty of the job settling committee to make out a correct dissection of any cabinet or chair work when requested by the branch committee, and also to give explanations about books of prices to any member who may wish it. They shall enter all jobs made out by them in a book kept for the purpose. Each member of committee shall receive 7d. per hour while on duty; those who obtain their assistance to pay half the expense. The committee shall have power to call any assistance that they may think necessary.

Branch decisions where laws are silent, see Rule 26.

No. 1. Glasgow branch unanimously suspended a member from benefit for six months for going to Manchester while a strike was going on there. He was in receipt of out-of-work benefit at the time, and was told a strike existed in Manchester.

No. 2. Glasgow branch expelled four members for taking work in shops where they had themselves advocated a strike, after the other members had come out.

6. RULES FOR THE GOVERNMENT OF THE ASSOCIATED BLACKSMITHS OF SCOTLAND.

[Established August 24, 1857. Rules revised at Glasgow, August 1, 1872.]

PREAMBLE.

The Associated Blacksmiths of Scotland are united to protect and promote the varied interests of their trade. Members of the trade who are in the habit of working together and by daily intercourse are made acquainted with the circumstances of each other, and who are cognizant of the many difficulties which attend their daily labor, would be careless indeed were they to neglect the duty of making some provision for their numerous necessities. The objects of this society are to unite together the members of the trade so as to successfully resist all encroachments on their interests, and to secure to them assistance in time of need; and it is proposed to accomplish these objects by means which are strictly legal, just, and prudent. A general society of this nature will, in seasons of depression of trade, and in cases of sickness, old age, or accident, afford security and support to those who have a right to them. We would, therefore, earnestly recommend this institution to our brethren as being in every way worthy of their support and as affording a safeguard against infringements on their worldly interests, while, in addition, it furnishes the best means of enabling us to devote our energies to leave to a future generation not only a trade, but the means of preserving and still further extending its best interests until such time as trade-unions shall be succeeded by some higher form of co-operative effort which shall more fully develop the productive powers of labor and capital, and secure a more equitable distribution of the common fruits of their joint labors.

TITLE.

This society shall be called the Associated Blacksmiths of Scotland.

CONSTITUTION.

The object of this society is to raise a fund in the manner hereafter provided, in order to afford a weekly payment to its members, in conformity with the rules, during the time of sickness or inability to follow their employment, being out of employment, or being withdrawn from their employment by the society; assistance to our members in old age, and to pay the funeral expenses of the members and their wives. All the society's funds shall be exclusively applied to these purposes, and all other necessary expenses incurred in accordance with the rules. Each branch of the society shall remain indissoluble as long as five clear members abide by the constitution and wish to continue it; but, when reduced to five members, the central executive board shall have a discretionary power to transfer them and their funds and all other property to the nearest branch, if deemed necessary.

RULES FOR THE GUIDANCE OF BRANCHES AND THEIR OFFICE-BEARERS.

RULE 1.

1. Each branch of this society, not having more than one hundred members, shall be under the government of a president, vice president, secretary, treasurer, check-book keeper, and door-keeper; and branches having one hundred members and upwards, to have president, vice-president, secretary, assistant secretary, treasurer, check book-keeper, and two door-keepers; and there shall be a standing committee of not less than five and not more than thirteen, exclusive of president and secretary; and no branch to exceed three hundred members, unless with the consent of the central executive board.

2. All office-bearers must be members of both sections of this society, and (except in new branches) entitled to all the benefits of this society.

3. All branch officers must be nominated one fortnight before election, and their election shall take place in the following manner, viz: When more than two members are nominated to any office, a vote by ballot will be taken or a show of hands for each separately; the two having the greatest number of votes shall then be put in competition, and the votes for each of these shall be taken over again, and the one having the majority shall be duly elected.

4. No branch officer shall be eligible to hold office longer than two periods (except in branches having eighty members and under); having served said periods he shall not again be eligible for election until he has been out of office for eighteen months (except for the board of directors for the same limit of time). No fine will be imposed.

for non-acceptance of office after the first term of office, for a corresponding period to the time served. Any member qualified by the rules may be nominated and elected although absent from the meeting. If absent when nominated, the secretary must give him notice within six days; and if the nominee fails to send a reasonable excuse to the secretary, on or before the time specified for holding said meeting, he will be considered willing to accept office, if elected. Branches to be particular in the election of their office-bearers; their several duties to be read to the members before nomination.

RULE II.

1. The president and vice-president shall be nominated and elected according to sections 2 and 3, Rule I, and each shall hold office for six months.

2. Any member refusing to hold office after being duly elected shall be fined, unless a reasonable excuse be sent to the secretary within forty-eight hours after receiving notice of his election—for president and vice-president, 1s.—unless they reside above 2 miles from the place of meeting.

3. The president or vice-president shall preside over all meetings, and see that the business be conducted with propriety and order. In the event of both president and vice-president being absent from any meeting, the members present shall elect their own chairman, who shall discharge all the duties of the office; the president and vice-president being fined 6d. each for non-attendance, unless a satisfactory reason be given in writing. The presiding officer shall sign all minutes of meetings.

4. The president shall see the rules enforced, and be the party to whom all complaints must be made. No case will be entertained by the branch but through him. He shall also read over the names of all proposed candidates for admission, along with the name of the proposer and seconder, on the night of proposition. He shall be empowered (with the sanction of the secretary) to convene a special meeting of the branch or a meeting of the committee whenever he may deem it necessary, lay before them the object for which they are met, and see that the case be fairly discussed. He shall be entitled to a casting vote only at such committee meetings.

Should any suspicion arise in the mind of the visiting officer, or any member of this society, that any applicant for sick benefit is feigning sickness, or otherwise imposing upon the society, he shall acquaint the president, who, along with another member, shall visit said applicant; and, if deemed necessary by them, they shall call a surgeon at the society's expense, and, along with him and the visiting officer, shall visit said applicant, and judge accordingly. The president neglecting any of the duties of his office shall be fined 6d. for each neglect.

RULE III.

1. Each branch of this society shall elect a secretary, in terms of sections 2 and 3, Rule I, and he shall hold office for twelve months.

2. He shall attend all the meetings of his branch, and take the minutes of all special or committee meetings, which shall be authenticated by the signature of the chairman. He shall keep a correct account of each member's contributions (but no secretary shall be allowed to enter contributions except on the regular meeting night); fill up all clearances and certificates; give notice to all members who are eight weeks in arrears, and again when twenty-six weeks in arrears; and conduct such correspondence as belongs to his office, the same to be read at each fortnightly meeting, along with the accounts of the past fortnight. To his keeping shall be committed all documents, books, and papers belonging to his branch. He shall summon all committees, special or general meetings, in conformity with Rule II, section 4; remit to the general secretary as directed in Rule XLVII.

3. All applications for idle, sick, and funeral allowance must be made to the secretary; and he must, within twelve hours after receiving intimation, give orders to the visiting officer in the district for which he is appointed, to visit all applicants for sick allowance.

4. Each secretary must send in his quarterly report, duly signed by the auditors, to the general secretary, within twenty-four hours after its adoption by the branch, and transact all other business belonging to his office.

5. The secretary, previous to resigning, must give four weeks' notice, if possible. And should the conduct of any secretary become unsatisfactory he will be immediately removed from office, and another shall be elected on the first regular meeting night to fill his place. He must deliver up to the trustees all books, papers, and other property of the branch. No secretary shall be allowed to act as treasurer or trustee of his branch, neither shall he, under any circumstances, draw money from the treasurer for the purpose of paying members; and in no instance shall he receive his salary until his books be audited and found correct, when the auditors shall make out an order to the treasurer for the amount, according to the scale appended to these rules. Any secretary neglecting to perform any of the duties of his office shall be fined 1s. for each neglect.

RULE IV.

The assistant secretary shall be elected in terms of sections 2 and 3 of Rule I, and hold office for twelve months. He shall attend all the regular meetings of the branch to assist the secretary. He shall take the minutes of regular, quarterly, or general meetings, and take the minutes of all special and committee meetings if requested; read all correspondence and accounts; and be paid at the rate of 2s. 6d. per quarter per 100 members, and at the same rate for every additional member. For non-attendance or any other neglect of duty he shall be fined 6d., unless he can assign a satisfactory reason for said neglect.

RULE V.

The check-book keeper shall be elected in terms of sections 2 and 3 of Rule I, and hold office for twelve months. He shall attend each regular meeting night, and also upon the nights that sick and idle benefits are paid, to enter all contributions, &c., in a book kept for that purpose. Any member not accepting this office after being duly elected will be fined 1s. His remuneration shall be 1s. 3d. per quarter for 50 members and under, and shall be paid at the same rate for every additional member. Check-book keeper shall be fined 6d. for non-attendance, or any other neglect of duty, unless he sends a satisfactory reason for said neglect.

RULE VI.

The treasurer shall be elected according to sections 2 and 3 of Rule I, and hold office for twelve months. He shall be allowed to retain on hand the following sum of money to meet current expenses, viz: Branches having 9 and under 30 members, £2; 30 and under 70 members, £4; 70 and under 130 members, £6; 130 and under 200 members, £8; 200 and under 300 members, £12.

He shall receive all moneys payable to the society; pay all lawful debts contracted in the name of the society; along with the trustees, deposit and uplift all money at the bank; and see all bills, cash, or other property lodged in the society's box. He must be ready at all times, after three days' notice, to give an exact and regular account of the income and expenditure of his branch; and he must also hand over to the president, on every regular meeting night, a statement of all the moneys in bank and on hand, and the expenditure of the past fortnight, together with that night's income—the same to be read to the trustees before the close of the meeting. He shall give the secretary a receipt for all the moneys received from him. If his conduct become unsatisfactory he will be subject to immediate dismissal, and another elected in his place at the first fortnightly meeting. Should he be found in arrears he must make good what is deficient, and in no instance shall he receive his salary until his books be audited and found correct. Scale of salary in appendix.

RULE VII.

Five trustees shall be elected, in terms of Rule I, sections 2 and 3, and hold office for twelve months, in whose names and that of the treasurer the funds of the branch shall be invested in bank. Previous to banking, they shall receive the treasurer's fortnightly report from the secretary. The signatures of three at least, along with that of the treasurer, will be required to uplift any necessary sum of money. Two of the trustees shall be appointed to hold the keys of drawers where the bank books or money checks are deposited. A fine of 6d. each will be enforced for any neglect of duty.

RULE VIII.

Four auditors shall be elected, in terms of Rule I, sections 2 and 3, one retiring alternately every quarter and another appointed, and serve for twelve months; and their duties shall be to audit all books, receipts, &c., belonging to the branch; and all receipts, documents, &c., connected with the money transactions of their branch shall be produced for their inspection. They shall audit the income and expenditure of each quarter, and see that the members' contributions are properly entered in the contribution-book and check-book, and that such have been added each night, and correctly transferred to the cash-book along with other income. They shall see that the names are properly transferred each quarter, and the arrears correctly brought forward, with fines and other levies (if any) added. They shall examine the expenditure, and insist on receipts for all items paid for parcels, printing, &c. They shall examine the arrears of all who have been in receipt of sick and idle benefits during the quarter, and see that in no case have members received their benefits improperly. Three at least to be present at each audit. The branches must be most particular in the selec-

tion of their auditors, as, if necessary, they can arrest all confusion or mistakes in the books and prevent any fraud being practiced on the society. Auditors giving a false declaration of the transactions of the branch will be held responsible for their share of any defalcations that may occur through their neglect of duty. The president shall read the preceding clause to the members before the election of auditors, and at the time of delivering their report he shall ask the auditors if each particular duty therein specified has been fulfilled, and whether or not they found the books correctly and intelligibly kept. Auditors failing to attend to the auditing of the books, on receiving notice from the secretary, or absenting themselves from the branch meeting when their report is being read, will be fined 1s. for each neglect, unless they send a satisfactory reason for said neglect. Auditors to be paid in terms of scale in appendix.

RULE IX.

1. The committee shall be nominated and elected according to sections 2 and 3 of Rule I, and hold office for six months.

2. The duty of the committee in each branch is to form a council to act in concert with the office-bearers, for any special purpose for which their services may be required. Their proceedings shall be duly entered in a minute-book, and shall be read at the first fortnightly meeting of their branch, when they must be confirmed or rescinded. Any member not attending a committee meeting when duly warned, will be fined 3d.

3. The members of committee shall act as the visiting officers. They shall visit all sick members of the branch within 3 miles of the place of meeting, and their visits to sick members must be made within twenty-four hours after receiving orders from the secretary. They must inquire into the nature of the disease, and repeat their visits at least once a week during the member's illness, except in cases of fever or other infectious diseases. Should any suspicion arise in their minds that any member is feigning sickness, or otherwise imposing on the society, they shall immediately acquaint the president of their suspicion. They must also attend the meetings of the society during the time any member or members are in receipt of sick benefit in their district, and give a report of their visits, and they will receive from the treasurer whatever sums the members may be entitled to, along with a printed receipt for the amount, filled up by the secretary, to which the sick member shall add his signature (or cause to be done in his presence if he be not able) that he has received said benefit, and how often visited during the week. Said benefit to be paid to the sick member within twenty-four hours after receiving it from the treasurer, and to return the receipt, after being duly attested, on the first meeting night; but in cases of fever or other infectious diseases, the almsheet shall be forwarded by post-office order, the sick line to be signed in behalf of the member and remitted to the secretary by return of post. All members of committee in the different branches to be allowed 3d. per night when duly warned to attend special committee meetings of this society. Any visiting officer neglecting any part of his duty shall for each offense be fined 6d.

RULE X.

The doorkeepers shall be elected in terms of sections 2 and 3 of Rule I, to act for three months. The doorkeeper's duty is to attend on all regular and general meeting nights at a quarter of an hour before the specified hour of meeting, and each member must show his pay-card as he passes said office-bearer; neglecting to do so, he shall not be admitted. He is empowered to refuse admission to any who are not sober and orderly. If any member refuse to hold office he shall be fined 6d., and any member having accepted this office will be fined 3d. per night for non-attendance, unless a satisfactory reason be sent in writing. Doorkeepers to be paid 3d. for each meeting they attend.

RULE XI.

The branch meetings of this society shall be held every fortnight, for the purpose of receiving contributions and transacting any other business in terms of the rules. All contributions must be paid, and all propositions for new members decided, at these meetings. The business will commence at 7 o'clock p. m., branches having a discretionary power to commence sooner or later if that hour be inconvenient, but the place of meeting must be open at least two hours for the purpose of receiving the members' contributions.

RULE XII.

In cases of emergency the president and secretary shall have the power to summon a general meeting of the branch at any time. At all summoned meetings the roll shall be called over half an hour after the specified hour of meeting. Each nomina-

tion and quarterly meeting to be held as summoned meetings. Members failing to attend shall be fined 3d., unless a satisfactory reason in writing be given for non-attendance, on or before the next fortnightly meeting night (foremen and members above fifty years of age exempted). Said nomination and quarterly meetings to be announced by placard for two successive meeting nights in the place where the branch meetings are held, previous to the nomination or quarterly meetings taking place. Said notice to be held as sufficient intimation. But in the case of a special meeting all members to be duly summoned by an inclosed printed or written notice. No member shall be allowed to leave the meeting before the close of the business without leave being asked of and granted by the president; otherwise a fine of 3d. will be imposed. Members at these meetings must confine their remarks to the object specified in the summons or be fined 3d. for each offense.

RULE XIII.

All the ordinary business of this society shall be conducted publicly on the regular fortnightly meeting nights. No money is to be paid away without a regular vote of the members present, except the payments of idle, sick, or funeral benefits, granted by the rules of the society; and the accounts of all such payments must be read to the members on the first fortnightly meeting night.

RULE XIV.

Any member desirous of visiting a branch other than that in which his card is placed shall be admitted, but not allowed to take part in the proceedings unless with the permission of the meeting.

Any member refusing to take his seat after having been called to do so by the chairman will be fined 1s.

Any member quarreling, or using obscene language at any meeting, will be fined 1s.

Any member introducing subjects not consistent with the society's business will be fined 1s.

Any member wishing to speak must stand up with his head uncovered, and respectfully address the chairman, and confine his observations strictly to the question under discussion, and avoid all personalities and ungentlemanly expressions in his address.

No member will be allowed to speak more than twice on the same subject without the consent of chairman.

No member will be allowed to interrupt a brother while speaking unless to call him to order.

When a motion is carried the subject must be immediately dropped.

The chairman's conduct shall not be called in question without a regular motion being made by a member and carried by a majority of the meeting.

Any member violating the aforesaid regulations shall be fined in not less than 6d.

And if the president neglect to enforce the aforesaid fines he shall be fined 1s.

RULE XV.

Any member of this society scandalizing our constitution, as embraced in the rules, or in any upholding any member who has violated any of the rules, will be fined 2s. 6d.

Should any member censure another while out of the society's room for giving his opinion at any meeting he shall be fined 1s.

Any member using violence or striking a brother, or upbraiding him for leaving his employment, shall be fined 2s. 6d.

Any member boasting of independence to his employer or employers, on account of his being a member of this society, shall be fined 2s. 6d.; for a second offense, 5s.; and if guilty a third time, he will be expelled.

RULE XVI.

Any member changing his place of residence must give intimation to the secretary in writing, within two weeks, so that he may be regularly warned to attend the branch meetings. Any member neglecting to give such information will be fined 3d.

RULE XVII.

Any number of persons, not less than nine, who are desirous of opening a branch, and are qualified, according to Rule XXVII, may, by applying to the central execu-

tive board of directors, obtain liberty to do so. When such application is made it shall be the duty of the central executive board of directors to instruct the nearest branch to send a deputation to assist in opening the new branch.

RULE XVIII.

1. Any member working and residing in a locality where there is a branch of the society nearer than that to which he belongs shall inform the secretary thereof of his being a member within one month of his commencing work, or be fined 2s. 6d.

2. The secretary shall write to the branch he came from for his clearance paper, which shall specify when he entered, his age at entrance, if a free member or not, if married or unmarried, how much he is indebted, and what he is entitled to: and if he be not entitled to benefit his clearance shall state the reason. All clearances to be sent through the post from one branch to another. The secretary neglecting to attend to this within a fortnight shall be fined 2s. 6d.

3. Every member on travel in search of employment must produce to the secretary or vacant-book keeper a certificate from the branch to which he belongs before he can be entitled to sign the vacant-book, or be in any way recognized as a member of this society.

Should trade be slack in one district and busy in another, the central executive board shall have a discretionary power to remove any surplus men from the slack to the busy district, if employment can be got for them; but in all cases of removal by the board the member's expenses shall be paid to the district they are sent to.

RULE XIX.

Any member or members finding himself or themselves aggrieved, or having any complaint against the officers or other members of this society, may apply to the committee, through the president, for redress; and if he or they do not receive satisfaction, an appeal may be made to the next quarterly meeting of their branch; but if not satisfied with their decision they have it in their power to appeal to the central executive board, they giving giving the secretary of the branch a written notice of their intention—the branch secretary furnishing no other evidence than that heard before the quarterly meeting; and if dissatisfied they can appeal, through the central executive board, to the combined branches of this society, whose decision shall be final.

Any branch feeling aggrieved with the decision of the central executive board, or of the board of directors, on any subject, shall have the right to appeal, through the central executive board to the combined branches against such decision, provided the resolution to do so has been agreed to by not less than two-thirds of the members present at the meeting voting on the same. The central executive board in issuing any appeal to the combined branches, have the right, if they deem it necessary, to issue along with the appeal their reasons for arriving at the decision appealed against.

All appeals must be sent in writing, with the signature of the appellant attached thereto, otherwise they cannot be entertained. The losing party in all cases of appeal to pay the expense incurred, and each party to find security for the same.

RULE XX.

Any branch shall be at liberty to make such by-laws and regulations as they may think conducive to their welfare, provided such laws are in strict conformity with the intention and spirit of the general rules of the society, and certified by the central executive board.

No branch can put any by-law in force that will in any way affect the funds of the society, unless with the consent of the majority of the members of the society. No by-laws or regulations shall be binding on the members unless passed by a summoned meeting of the members called together for that purpose. The said meeting shall decide whether such by-laws shall be printed for the guidance of members or not.

RULE XXI.

That the branches of this society have a discretionary power to allow the members in any shop, on application, to appoint delegates to collect their contributions in their shop. Any delegate so appointed must carry or forward the money he has collected to the treasurer, at the special time and place appointed by the committee of the branch; failing his doing so, the secretary shall, on instructions from the committee, notify such failure to the members in the shop the delegate represents, on the following work day. At each fortnightly meeting a member of committee shall read from the delegate's finance-book the entries therein contained to the secretary.

RULE XXII.

All moneys collected for, or on behalf of this society, by its branches, shall be remitted every quarter, in the names of the trustees for the working fund, to the central executive board, the branches only retaining the following sum of money to meet current expenses, viz: Branches having 9 and under 20 members, £12; 20 and under 30 members, £22; 30 and under 70 members, £35; 70 and under 130 members, £45; 130 and under 300 members, £50. No branch to be allowed to retain more than the latter sum.

All moneys retained by the branches shall be banked in the name of the society (except as provided for in Rule VI), and each branch shall name the bank where its moneys are to be deposited.

If at any time the funds in the possession of the branch are not sufficient to meet the local expenditure, the office-bearers shall forward a duly signed order to the central executive board, stating the sum required and what purpose it is required for.

RULE XXIII.

1. A box must be provided, with three different keys, to be kept by the treasurer, secretary, and check-book-keeper, wherein moneys, books, and papers shall be deposited. Each branch must adopt the best means that can be selected in their respective localities for the security of the box and its contents. If any of the officers holding the keys of the box should lose any of the keys, and damage result therefrom, branches to have a discretionary power to cause said officer to make good the damage or not, as they think the case deserves.

2. No moneys shall be allowed to remain in the box except what is allowed by Rule VI to meet current expenses. All above that sum must be banked by the trustees at the earliest opportunity, but on no account shall money be later in being banked than twenty-four hours after the regular meeting night.

RULE XXIV.

That while the moneys collected for and in behoof of both sections shall go into one common fund, a separate account shall be kept of each, and the funds can only be available for the purpose and object laid down in the rules of that section for which they were contributed, and for that section only. The working expenses of this society shall be borne equally by each section.

RULE XXV.

If any member of this society be suspected of fraud or embezzlement, he shall be dealt with in accordance with the provisions of the trades-union act, 1871; and, if convicted, it shall be in the branch's power to expel him.

RULE XXVI.

Rules may be added, or alterations made in rules, if general meetings of all the branches of this society be called, and a proposal for such be carried by a majority of two-thirds of the members voting at said meetings.

TRADE SECTION.

RULE XXVII.

1. All members of the trade shall be eligible for admission into this society under the following conditions:

2. They must be above 18 and under 55 years of age at the date of admission.
3. They must have wrought as blacksmiths not less than four years at their department of the trade previous to admission (and be general good workmen).
4. At the date of admission they must be working as blacksmiths at one branch or other of the trade.

5. Five-year apprentices may be admitted on the last year of their apprenticeship if they are considered competent workmen.

6. Persons entering this section without the aforesaid qualifications, or otherwise under false pretences, shall, when detected, be immediately expelled, and forfeit all moneys they have paid into this society.

RULE XXVIII.

1. All applicants for admission must be proposed by one member and seconded by another member of this section one fortnight previous to admission.

2. Any member knowingly proposing or seconding any parties for admission not having the qualifications as contained in Rule XXVII shall subject himself to a fine of 5s. for each offense.

3. The proposer and seconder of any candidate or candidates must attend on the night of admission to give all necessary information required regarding the applicant's eligibility to become a member; failing to attend, they shall be fined 1s., unless they send a satisfactory excuse for non-attendance.

4. The names of all candidates for admission shall be entered in the proposition-book, along with the names of their proposer and seconder; also, the candidate's age and address, and if married or unmarried, and the amount of proposition money paid. All propositions to be read over each meeting night previous to the close of the meeting.

RULE XXIX.

1. The entrance money to be 2s. 6d. from 18 and under 35 years of age, and 3s. 6d. from 35 and under 55 years of age.

2. Every applicant for admission must pay 1s. 6d. of his entry money and 3d. for rules on the night of proposition; but three months will be allowed him to pay the remainder of his entry money. Members admitted must make further payments within two months or forfeit all they have paid, unless a reasonable excuse for such delay can be given, in which case the circumstances will be submitted to a general or committee meeting of the branch for decision.

3. Any rejected candidate shall have all moneys returned to him that he has paid into this section. The committee not to be obliged to give reasons to the candidates who may be rejected respecting the cause of their rejection.

RULE XXX.

1. Every member of this section shall pay 4d. per week contribution money, paid fortnightly (unless as provided for in section 2 of this rule), and all accident grant levies.

2. Any member of this section who has been thrown out of employment, and in receipt of idle benefit, shall be exempted from paying contributions to this section (during such period he is in receipt of benefit), provided such want of employment shall continue for six consecutive days.

Each member shall be supplied with a pay-card, gratis, every year, on which shall be entered his contributions, levies, fines, and arrears. In any case where a member's pay-card is not forthcoming, the secretary and check-book keeper's books will be held sufficient to decide. Any member losing his card must pay 1d. to have it replaced.

Should any member be working or residing 4 miles or upwards from the place of meeting of the branch to which he belongs, he shall not be fined for any arrears of contributions he may incur for ten weeks; but if not reduced at that time, he shall be subject to the same penalties as specified in reference to members in arrears.

RULE XXXI.

1. Members entering this section of the society are not entitled to participate in its benefits until the expiration of six months from the date of admission, and until they have paid contributions for twenty-six successive weeks, and clear on the books besides their entry money.

2. Any member failing to pay when he owes eight weeks shall receive notice from the secretary, and be fined the sum of 3d.; and if ten weeks in arrears, he shall be suspended from idle benefit, such suspension to continue for two weeks after he has reduced his arrears below 2s.; and if fourteen weeks in arrears, such suspension shall continue for four weeks after he has reduced his arrears below 2s.; and if eighteen weeks in arrears, such suspension shall continue for six weeks after he has reduced his arrears below 2s.; and if twenty-six weeks in arrears, the secretary shall again give him notice, and if no communication be made to the secretary previous to the next meeting of his branch, the secretary shall lay the case before the members, they having power to expel him from the society, in accordance with the vote of a majority of the members present, when he shall no longer have any claim on any of the funds of this society.

RULE XXXII.

Members when free shall be entitled to idle, trade, accident, and superannuation benefits.

RULE XXXIII.

1. Any member of this section entitled to benefit, in accordance with Rule XXXI, when thrown out of employment under circumstances satisfactory to his branch, and continue out for three consecutive days, he shall be entitled to 7s. 6d. per week for the first twelve weeks, 5s. per week for the next ten weeks, and 3s. per week until he again finds employment.

He shall not be entitled again to full benefit until he has wrought four successive weeks at the trade. All arrears of contributions or fines shall be deducted from the first benefit the member is entitled to, so that all members will be clear in the books while in the receipt of benefit. And all fines or levies shall be brought forward every quarter, from which time such fines or levies must be considered arrears, the same as contributions.

2. Any free member being suspended from his employment, and having signed the vacant-book, shall be entitled to benefit for the full time of his suspension; such suspension to have continued for three consecutive days. Such period not to include the usual holidays. The New Year, Midsummer, and Christmas holidays be each fixed at six days over the whole association; and no member under holiday suspension shall be entitled to benefit unless he has been twelve days idle, and has signed the vacant-book after the sixth day, in terms of Rule XXXV; he will then be entitled to six days' benefit. In the case of a member who may be discharged at the close of the works for the holidays, should he at the close of the holidays resume work in the same employ, he shall be dealt with as a member under holiday suspension.

3. Any member holding office or delegated upon society business, and losing his employment in consequence thereof, he shall be allowed the same rate of wages he was receiving before his discharge, until he again finds employment to the satisfaction of both parties; he shall be allowed the expense of removing himself, family, and effects to wherever he may obtain employment.

He must sign the vacant-book the same as other members on idle benefit.

4. To prevent as far as possible any member from obtaining his benefit improperly, he shall give notice to the secretary in writing, according to the form at the end of these rules, within twenty-four hours, stating the cause of his leaving his employment, or be fined 1s.; and upon obtaining employment he shall give notice to the secretary in writing within twenty-four hours after his resuming work, according to the form at the end of these rules, or be fined 1s.; and if he make a false declaration, or in any way impose upon the society, he shall forfeit his benefit, and suffer such punishment as the society considers his case deserves. All notices on society business, either personal or in writing, to be addressed to the secretary's residence.

No member to call or write to the secretary of any branch upon society business at the works where he is employed (but must be addressed to his residence), or be fined 3d. for each offence.

5. Any member knowing of a vacancy, or leaving one situation to go to another, or if he gives or receives notice to leave his employment, he shall give information to the secretary or vacant-book keeper of the branch to which he belongs within twenty-four hours, or be fined 6d. for each neglect, members residing 3 miles from the place of meeting excepted.

6. Members receiving idle allowance, and taking intoxicating liquors to excess, will forfeit their idle benefit until they have been in employment for three months continuously.

7. Any member losing his employment through intemperance or imprudent conduct, shall forfeit his idle allowance until he has been in employment one month continuously; and if any member shall be judicially convicted of dishonest practices his branch shall have power to expel him.

RULE XXXIV.

Should any employer at any time endeavor to oppress any of our members, by an unjustifiable or unnecessary reduction of wages or a lengthened continuation of the hours of labor, or Sabbath labor, or in any way impose upon them such treatment as they may consider injurious to the trade, they must in the first place respectfully solicit their employer for relief from such oppression, and if the result of their application be unfavorable, the said members shall then apply to the committee of their branch, informing them of the result of their application. The committee shall then investigate the case, and, if necessary, call a meeting of the branch, when they shall lay the result of their investigation before the meeting whose decision shall be subject to the approval of the central executive board, the board at the same time being furnished with the full particulars regarding the matter in dispute. The committee to decide in individual member's cases.

Should it be deemed necessary that the aggrieved members should be withdrawn

from their employment, the secretary shall then acquaint the central executive board with the decision of the branch, and also supply them with all the necessary information concerning the matter in dispute, when the directors shall order a sum of money to be paid from the funds of this section of the society sufficient to meet the requirements of the case.

Should any member, after receiving support, return to work in the same employ, under the same grievance, he shall be dealt with according to the decision of his branch; and it must be understood, as a clear and fundamental principle of this society, that strikes and turning out will not be countenanced by it in any shape whatever without first receiving the sanction of the central executive board; and any branch misapplying its funds in supporting any strike or turning out, without said sanction, will have to make good the same to the funds of this society. Non-society men cannot be supported by this society.

Any member or members must work one month in a regular shop before his or their claim on this benefit ceases; but he shall not leave the shop without the permission of his branch.

The branch shall have the power, where it is deemed necessary, to apply to the central executive board to send a delegate where any oppression has taken place, to get any information that may be wanted, and endeavor to settle the dispute if possible.

No member of this society will be allowed to take a job in any shop where there is a dispute pending with any of the members of this society.

When any case of dispute takes place in a district, and the same failing to be amicably adjusted or settled, so as to necessitate a cessation from work, a committee shall be elected by and from the men out of work to transact the business in connection with such dispute, under the directions and instructions of the office-bearers of the nearest branch.

RULE XXXV.

A vacant-book shall be provided for each branch (to be uniform throughout all the branches). The branch to have a discretionary power to determine the place where said book shall be kept for inspection, at which place every member in the receipt of idle benefit shall appear and sign his name daily, betwixt the hours of 9 o'clock a. m. and 5 o'clock p. m., unless he resides above 3 miles from said place; if he neglect to do so he shall forfeit one day's allowance for each neglect; but if any member resides more than 3 miles from the place where the vacant-book is kept, the regulation of his case shall be left to the discretion of the branch to which he belongs. And any member going from one district to another in search of employment, where there is a branch of this society, will, by signing the vacant-book of said branch, and satisfying the secretary thereof that he is clear on the books of the branch to which he belongs, receive his day's benefit (if he applies for it).

RULE XXXVI.

1. Should any member endeavor, directly or indirectly, to injure any of his brethren, so as to reduce the value of their labor, or should he act in any way to injure the trade generally, he shall immediately be brought to account by the branch, and be dealt with as the nature of the case deserves.

2. The members of this society shall not encourage the working of overtime or piecework, but where piecework is established, and it is not possible to do away with it, the prices of the work must be generally made known to the members in the shop.

3. In order to prevent the loss of time and raise the character of our members, by destroying a great incentive to drinking, it is enacted that should any of our members endeavor to obtain a footing from any of our brethren, on any pretense whatever, or anything similar in character to a footing, he shall be fined 5s.

4. Should there be any non-society men working in a shop where any of our members are employed, it shall be the duty of the members to unite their influence to induce non-members to join this society, if they consider them eligible.

Any member recommending any person not a member of this society to a job, or otherwise assisting him to get employment, when he knows of any of his fellow-members being idle that would suit the job, he will be fined 5s. for each offense.

RULE XXXVII.

Members becoming foremen, or members leaving the trade, may, by paying 2s. per quarter, besides accident levies, be entitled to accident and superannuation benefits. If said members resume work at the trade again, and having paid their regular fortnightly contributions for two successive months, they will then be entitled to all the benefits of this section.

RULE XXXVIII.

Any member of this section who has been a regular paying member for eighteen successive years, and having arrived at the age of fifty years, and being unable to work at the trade as a blacksmith, will be allowed the sum of 5s. per week (if he applies for it) until his death. He shall be allowed to work at any other occupation or calling he can obtain employment at.

Any member after having accepted the superannuation allowance shall not be entitled to any other benefits except accident and funeral benefits, and will be exempted from paying the regular contributions.

Members applying for the aforesaid benefit must produce their date of entry to the secretary previous to their receiving the allowance.

RULE XXXIX.

Should any accident befall any free member of this society, who is under sixteen weeks in arrears, so as to render him unfit ever afterwards from following the trade, provided such accident has not been the result of his own immoral conduct, he shall be entitled to receive a sum equal to 1s. on each member in the different branches of this society, and not sixteen weeks in arrears. And the central executive board shall lay a levy of 1s. on each member who has been six months in the society, and not more than sixteen weeks in arrears, to replenish the funds. The amount of gifts to be ascertained and determined by the return of members stated in the previous quarterly report; said benefit to be paid not later than six months after the date of application to the central executive board. Said claim to be proven to the satisfaction of the branch to which the applicant belongs, and subject to the approval of the central executive board. The applicant on receiving said benefit must sign a stamped receipt for the amount received, and that he has no more claim on any of the benefits of this society.

SICK SECTION.

RULE XL.

All applicants for admission into this section of the society must at the same time join or be members of the trade section.

They must be of good moral character and free from all constitutional and bodily disease, and not under eighteen nor above forty-five years of age.

All applicants for admission above thirty-five years of age must produce a certificate, or other satisfactory evidence of age, if requested.

Persons entering this section without the aforesaid qualifications, or otherwise under false pretenses, shall, when detected, be immediately expelled and forfeit all moneys they have paid into this section.

RULE XLI.

The applicant shall be proposed by one and seconded by another member of this society one fortnight before admission. Any member knowingly proposing or seconding any parties for admission not having the aforesaid qualifications shall subject themselves to a fine of 5s. They must also attend on the night of admission, to give all necessary information required regarding the applicant's eligibility to become a member; failing to attend, they shall be fined 1s. unless they send a satisfactory excuse.

Every applicant must pay 2s. 6d. of his entry money on the night of proposition, but three months will be allowed him to pay the remainder of his entry money. Members admitted must make further payments within two months, or forfeit all they have paid, unless a reasonable excuse for such delay can be given, in which case the circumstances will be submitted to a general or committee meeting of the branch for decision.

The applicant on the night of his admission must produce a medical certificate of health from whatever doctor the branch may appoint, the society to defray the expenses; and if such line certifies that he is in a bad state of health he cannot be admitted as a member of this section. The committee not to be obliged to give reasons to the candidates who may be rejected.

Any rejected candidate shall have all moneys returned to him that he has paid into this section.

If the applicant be married, he will require to have his wife registered; and if single, and marrying after becoming a member, he must register his wife within three months after marriage, or forfeit all claim on the funeral benefit on the death of his wife.

RULE XLII.

Scale of entry money.

Age.	Amount.	Age.	Amount.
	<i>s. d.</i>		<i>s. d.</i>
18 and under 25.....	3 6	35 and under 36.....	9 0
25 and under 26.....	4 0	36 and under 37.....	9 6
26 and under 27.....	4 6	37 and under 38.....	10 0
27 and under 28.....	5 0	38 and under 39.....	10 6
28 and under 29.....	5 6	39 and under 40.....	11 0
29 and under 30.....	6 0	40 and under 41.....	11 6
30 and under 31.....	6 6	41 and under 42.....	12 0
31 and under 32.....	7 0	42 and under 43.....	12 6
32 and under 33.....	7 6	43 and under 44.....	13 0
33 and under 34.....	8 0	44 and under 45.....	13 6
34 and under 35.....	8 6		

RULE XLIII.

Every member of this section shall pay 4*d.* per week contribution money—paid fortnightly independent of the payments to the trade section; but members who have been in receipt of sick benefit for six consecutive days shall be exempted from paying contributions during said sickness to this section.

RULE XLIV.

Members entering this section of the society are not entitled to participate in its benefits until the expiry of six months from the date of entry, and having paid contributions for twenty-six successive weeks, and clear on the books besides their entry-money.

Any member failing to pay when he owes eight weeks shall receive notice from the secretary and be fined the sum of 3*d.*; and if ten weeks in arrears he shall be suspended from sick benefit—such suspension to continue for two weeks after he has reduced his arrears below 2*s.*; and if fourteen weeks in arrears such suspension shall continue for four weeks after he has reduced his arrears below 2*s.*; and if eighteen weeks in arrears such suspension shall continue for six weeks after he has reduced his arrears below 2*s.*; and if twenty-six weeks in arrears the secretary shall again give him notice; and if no communication be made to the secretary previous to the next meeting of his branch the secretary shall lay the case before the members, they having power to expel him from this section of the society in accordance with the vote of a majority of the members present, when he shall no longer have any claim on any of the funds of this section.

Each member shall be supplied with a pay card, gratis, every year, on which shall be entered his contributions, levies, fines, and arrears. In any case where a member's pay card is not forthcoming the secretary and check-book keeper's books will be held sufficient to decide. Any member losing his card must pay 1*d.* to have it replaced.

Should any member be working or residing 4 miles or upwards from the place of meeting of the branch to which he belongs he shall not be fined for any arrears of contributions he may incur for ten weeks; but if not reduced at that time he shall be subject to the same penalties as specified in reference to members in arrears.

RULE XLV.

1. Should any free member of this section fall sick, or in any way be disabled from following his usual employment, such sickness or inability not being occasioned by intemperance or disorderly conduct, directly or indirectly, or by any disease immorally contracted, he must give notice in writing to the secretary, according to the form at the end of these rules, within three days from the commencement of his indisposition or inability; failing to do so he shall have no claim, except for two days previous to the notice. No member to receive sick allowance for any day he may work a part of beyond the hour of 7 o'clock a. m.

The secretary shall then order the visiting officer to visit him, and if he find the case satisfactory, the applicant shall receive from the funds of this section the sum of 10*s.* per week for the first twelve weeks, 7*s.* 6*d.* per week for the next eight weeks, and 5*s.* 6*d.* per week so long as he continues ill. The member on his recovery must

give notice to the secretary in writing within twenty-four hours, or be fined 1s. All arrears of contributions, fines, and levies to be deducted from the first benefit the applicant is entitled to. Should any member be known to follow any other employment while in receipt of sick benefit, he shall forfeit all claim upon the sick benefit during said illness, and be fined 1s.

Should any member continue for a length of time in receipt of 5s. 6d. per week of sick benefit, and should he apply for leave to supplement the same by working at any other employment he may consider himself fit for other than that of a blacksmith, his case shall be investigated, and the branch to which he belongs shall have a discretionary power to act as may seem best to them in the matter. But any member earning more than 12s. per week at any other calling or business, his claim on this benefit ceases.

2. Any member in receipt of sick allowance who requires to leave home for the benefit of his health shall, before doing so, forward to the secretary of the branch into which he is paying his contributions a certificate from a surgeon, approved of by the society, stating that it is necessary he should remove to the country for the improvement of his health; and if the notice be satisfactory to the president and secretary, he shall be at liberty to go, and they shall have the power to grant him two weeks' benefit in advance (if he applies for it). And should his removal continue longer than one week, the secretary will write to the secretary of the district to which he has gone, to attend to said member as if he belonged to his branch; but if he has gone to a district where there is no branch of this society, he shall send a medical certificate to the secretary, informing him of the state of his health, at least once a fortnight, or oftener if required (exceptional cases to be dealt with by the branch from which he is receiving his benefit).

No member, while receiving sick benefit from this section, will be allowed to be out of his residence before 7 o'clock a. m. nor after the hour of 8 o'clock p. m. from the 1st day of April to the last day of September, nor before 9 o'clock a. m. nor after 6 o'clock p. m. from the last day of September till the 1st of April, unless the branch considers his case requires an extension of time.

Any member acting contrary to the above will not be paid for the day's sickness; and if any member shall be seen intoxicated, or in any way exposing himself to injury of any kind, while receiving sick relief from this section, and it be proved to the officers thereof, he shall forfeit 5s. for the first offense, two weeks' aliment for second offense, and for third offense he shall forfeit all claim to sick aliment during said illness.

No member, under any circumstances whatever, while in receipt of sick allowance, will be permitted to use alcoholic drinks, unless prescribed by his medical adviser.

Should any member in receipt of sick benefit recover so as to be able to follow his employment, and having been four successive months off sick benefit, he will again be entitled to the sum of 10s. per week sick allowance.

3. If any member gives a false declaration of sickness, he shall be suspended from all sick benefit for three months; and if he again be found in fault he shall be expelled from this section.

RULE XLVI.

On the death of a free member of this section, if not more than sixteen weeks' contributions in arrears, the treasurer shall pay to his lawful wife, nominee, or nearest relative, within two days from his decease, on the production of a stamped receipt, the sum of £8 to defray his funeral expenses; his arrears, if any, to be deducted. Any free member dying whose friends and place of birth are unknown to his branch, his death will be published in a public newspaper; expenses of said publication to be deducted off his funeral benefit; the balance to be paid over to any relative who may appear before the end of three months, and can satisfy the society that the applicant is the proper and lawful heir of said member. But no such claim can be sustained after the expiration of the above-mentioned period.

Any free member, if not more than ten weeks in arrears, shall, on the decease of his lawful wife, by applying at the time specified receive the sum of £3, £5 to remain for his own funeral expenses. But in no case will this society pay funeral money for more than one wife.

In all applications for funeral money the nearest relative or nominee must show a certificate to the secretary from the public registrar, stating the time and cause of death, before the funeral money can be paid; and in all cases where a member's residence is above 5 miles from the society's place of meeting, on the secretary being satisfied of the justness of the claim, he shall instruct the treasurer to forward the amount. The secretary of each branch shall, every quarter, forward the cause of each death to the general secretary, or be fined 2s. 6d.

GENERAL MANAGEMENT.

RULE XLVII.

The central executive board shall consist of seven members. Should there be in the central district five branches within a radius 3 miles, the three branches with the largest number of members shall elect two and one alternately, and one from each of the others; but should there be only three branches in the district, the branch with the greatest number of members shall return four members; two from the next and one from the third. Should there be only two branches, the branch with the largest number of members should return four, and the other three; but should there be only one branch in the central district, such branch shall appoint the whole seven members.

All members nominated for the central executive board shall have been at least three years members of the society, and served in some one or other of the society's offices for not less than twelve months; but no member can act as a member of this board and be a branch officer at the same time.

All candidates for the central executive board shall be nominated two weeks before election, and elected every six months at the quarterly meetings. They shall hold office for twelve months, the majority and minority retiring alternately; four to form a quorum.

The central executive board shall, every six months, elect a president, vice-president, and treasurer. The president shall preside at all meetings of the central executive board, and see that the business is properly conducted, sign the minutes of each meeting, sign all orders along with the general secretary to the trustees for drawing money from the working or general funds, exhibit the stamps of the board to all papers and documents connected with the business of the society; he shall only have a casting vote. The vice-president shall, in the absence of the president, preside over all meetings, and fulfill the duties allotted to the president. The treasurer shall, in conjunction with the trustees of the working fund, receive and bank all monies that may be entrusted to them, and they shall be the parties in whose names all moneys, bank-checks, post-office orders, &c., shall be made payable; for performing these duties the treasurer shall receive the sum of £2 per annum, paid quarterly.

They shall call upon the nearest branches to elect three auditors, who are neither trustees nor members of the board, to examine the general secretary's and the board treasurer's books and receipts, and see that they are kept in a clear and intelligible manner, and report thereon to the central executive board.

The duties of the central executive board shall be administrative; they shall determine anything wherein the rules are silent (subject to review by the members of the society, if appealed against), or, if they think it necessary, take the votes of the members on any questions brought before them, which are not clearly defined by rule; the majority of votes to decide. They shall decide in all cases of appeal, in conformity with Rule XIX; they shall meet every fortnight for the examination of the fortnightly sick and idle reports, and transact whatever business may be brought before them from the different branches; and examine the quarterly reports, and see that an abstract report be sent by the general secretary to all the different branches, along with a copy of all their minutes, within six days after their adoption.

They shall decide on the propriety of opening new branches, or closing (if need be) existing ones; and they may, on the application of any branch or district, appoint a deputation to visit any locality; they shall have power to convene meetings in any district or branch for promoting or furthering the interests of the society, and to call in the books of any branch of this society, or appoint special auditors whenever they deem it necessary to have any branch books examined; and they shall institute legal proceedings against any officer who may in any way defraud the society, and against trustees who may refuse to deliver up to the person they appoint to receive the same, all checks or other documents that have been intrusted to their care or which may require their signatures.

They shall keep a central vacant-book, in which shall be inserted the number of sick and idle members, with the amount paid in each district, from the returns sent in by the branch secretaries, and they shall cause a report of the same to be circulated over the whole society by the general secretary.

They shall keep a central registration book, in which will be inserted the names and ages of all the members of this society, date of admission or readmission, and where admitted or readmitted, whether married or single; death of members or their wives, nature of disease, and how long under said disease; said book to be kept by the general secretary.

They shall have power to hold day meetings whenever they deem it necessary, or to convene a meeting of general directors whenever they consider it requisite, and they shall appoint the president for all delegate meetings.

There shall be a general secretary appointed, in terms of Rule XLIX. He shall be under the control of the central executive, who, in the case of removal, misconduct, or death, shall have power to appoint one *pro tempore*, until the members appoint another. In the event of the business of the general office increasing, so as to require permanent or temporary assistance, the central executive board shall have power to appoint said assistance, and fix the rate of remuneration.

The central executive board shall every three years, previous to the nomination for the office of general secretary, take the votes of the members, so as to decide where the general office is to be situated for the next three years.

Their remuneration shall be 6d. each meeting night they attend; and those residing over 2 miles from the place of meeting shall receive, in addition, omnibus or railway fares to and from the place of meeting.

The books and names of members of the society shall be open to inspection at all reasonable times by every person having an interest in the funds of the society.

RULE XLVIII.

1. The meetings of general directors shall be convened by the central executive board, or by the votes of a majority of the members voting for the holding of a general directors' meeting.

Each branch of this society, with the exception of the branches who appoint the central executive board, shall, at the annual meeting for the election of office-bearers, appoint a director (members to be eligible for this office must be possessed of the same qualifications as for members of the central executive board, except in the case of new branches). The names and addresses of those appointed to this office shall be sent into the general office within eight days after their appointment.

2. It shall be the duty of the general directors to watch over the numerous interests of this society and co-operate with the central executive board. Should any trade agitation or dispute arise in their districts they shall co-operate with and assist the office-bearers in settling the matter. They shall answer any communication that may come under their notice consequent upon the neglect of the secretary in not attending to the correspondence connected with his office; and whenever he receives any such correspondence he must submit the same to the following meeting of his branch. They shall attend all meetings which may be convened by the central executive board or by a majority of the members voting for the holding of such a meeting. They shall be supplied with a copy of the minutes of the central executive board's meetings immediately after their publication. The members of the central executive board, when acting as general directors, to have no vote when any question is under review by the general directors referring to the past administrative or financial transactions of the said central executive board, but to answer any questions which may be put to them.

RULE XLIX.

There shall be a general secretary elected by the members of this society, and hold office for three years (in terms of Rule XLVII). Six months previous to the expiration of his term of office a nomination of candidates for said office shall take place; the names and addresses of the candidates so nominated, with their qualifications, shall be forwarded to the general office within fourteen days thereafter. The central executive board shall then cause a list of the same to be transmitted to the various branches within other fourteen days. After hearing all information the votes of the members will be taken in the branches on their next quarterly meetings, and the majority of votes shall decide (but in no case will solicitation or canvassing be allowed; and any election being brought about by any such means shall be declared null and void, and a new election take place). The votes to be returned to the general office, and compiled and scrutinized by the central executive board.

He shall have a full knowledge of the society and its affairs, and be able to correspond with the different branches of the society, as instructed by the central executive board. He shall devote the whole of his time to the business of the society, and shall attend all meetings of the central executive board, lay all correspondence received by him before them, keep a copy of all letters sent by him, and register all letters received. He shall keep the central vacant book and also the central registration book in such a manner as the board may direct. He shall compile the different quarterly and yearly reports from the returns received from the various branches, and submit the same for the approval of the central executive board.

He shall attend and take the minutes of all delegate meetings, and examine the credentials of the delegates so appointed previous to the said delegate meeting being constituted. For which services he shall receive the sum of £2 per week.

When sent on delegations over 5 miles from the general office he shall receive the sum of 5s. per day for expenses, and railway fares; and when necessitated to stop over

night he shall receive 1s. 6d. extra. In the event of the central executive board appointing an assistant secretary, he shall be elected in manner as provided for in the election of general secretary. The general secretary on resigning, if possible, shall give three months' notice of his intention to do so.

The general office shall be at 12 Ingram street, Glasgow, and shall be open from 9 a. m. till 2 p. m., and from 3 till 5 p. m., except on Saturdays, when the hours shall be from 9 a. m. till 1 p. m.

RULE L.

1. All moneys received from the branches, in terms of Rule XXII, shall go into one common fund, and be appropriated to no other purpose than that set forth by the rules. And all moneys not immediately required shall be deposited in such banks or trusts as may be agreed upon. A part to be banked as a working fund, in name of the association, and five trustees, from the branch or branches in the central district. The working fund not to be less than £500, and not exceed £1,000. Whenever it reaches the maximum amount, £500 shall then be transferred to the general fund. The signatures of three trustees and the board treasurer to be procured before any money can be lifted from this fund.

2. The general fund to be entered in the name of the association and six trustees—two to be appointed by the branches in the Glasgow district, and one by each of the following branches, viz: Greenock, Edinburgh, Dundee, and Aberdeen. The bank-book and other vouchers to be kept in a drawer in the society's safe, with three keys, to be kept by the president and treasurer of the central executive board, and the general secretary, respectively. No money to be drawn from the general fund without the signatures of at least five of the trustees. The trustees of both funds not to give their signatures to any order for drawing money without a letter from the central executive board, signed by the president, authorizing them to do so, and bearing the stamp of the board. All trustees to be paid when banking or drawing money during working hours.

3. The trustees for either the working or general funds shall be elected in terms of Rule I, sections 2 and 3, and when called upon by the central executive board shall sign all orders made by the board for uplifting moneys to meet any claims which may be made upon the society—in terms of the rules—or to discharge any bill or debt which may have been contracted for or on behalf of this society. The names and addresses of the trustees over both funds to be published in each issue of the quarterly report; and should any of them allow their payments of contributions to run in arrears over three months, or in cases of refusal to act when called upon, resignation, or death, others shall be appointed in their place.

RULE LI.

Branches having from 160 to 300 members shall send two delegates; each branch shall have power to send one delegate.

The central executive board shall decide on the district where such meeting shall be held.

Every delegate shall be elected by a majority of the members convened for that purpose, not later than two weeks before the meeting of the delegates; and no member shall be allowed to fill this office if more than six weeks' contributions in arrears.

Whatever is agreed upon at the delegate meeting shall be binding, to all intents and purposes, upon all the members of the society.

No delegate meeting shall have power to abrogate any of the benefits of this society, viz, idle, sick, accident, superannuation, or funeral benefits, unless by the consent of three-fourths of the members voting, who must register their votes accordingly.

Every member must attend until the business is concluded. He shall not be allowed to absent himself, unless a satisfactory reason be assigned to the meeting.

A copy of the minutes shall be compiled and furnished gratis to each member, containing the resolutions and votes of the delegate meetings; the same to be forwarded to each branch as soon after the meeting as practicable.

Each secretary must send in the propositions of his branch, for any alteration or addition on rules, to the general secretary, not later than three months before the delegate meeting.

Copies of the propositions shall be furnished to each branch by the general secretary.

RULE LII.

Delegates shall be paid at the rate of 6s. per day as wages, and 2s. per day as expenses; but in cases where it is necessary for them to stay over night, they will be allowed 1s. 6d. extra for expenses, and third-class railway fares to and from the place of meeting, but where a third class may be inconvenient, a second will be provided.

Should it be necessary for any branch secretary or other member to absent himself from his employment to attend society business, he shall be allowed the same rate of wages and expenses as delegates; said expenses to be laid before the first fortnightly meeting of his branch. Members delegated on society business in their own district will be allowed an equal sum for expenses with those at a distance for refreshments.

APPENDIX.

No. 1.—*Scale of branch office-bearers' salaries.*

Number of members.	Secretary.	Treasurer.
	<i>Per quarter.</i>	<i>Per quarter.</i>
9 and under 30.....	£0 5 0	£0 2 6
30 and under 40.....	0 6 6	0 3 3
40 and under 50.....	0 8 3	0 4 1½
50 and under 70.....	0 10 0	0 5 0
70 and under 85.....	0 11 9	0 5 10½
85 and under 100.....	0 13 0	0 6 6
100 and under 120.....	0 15 0	0 7 6
120 and under 150.....	0 16 9	0 8 4½
150 and under 180.....	0 19 0	0 9 6
180 and under 220.....	1 1 3	0 10 7½
220 and under 250.....	1 3 0	0 11 6
250 and under 300.....	1 5 0	0 12 6

No. 2.—*Auditors' salaries per quarter.*

Number of members.	Each.
9 and under 30.....	£0 0 6
30 and under 60.....	0 0 9
60 and under 100.....	0 1 3
100 and under 150.....	0 1 6
150 and under 200.....	0 2 0
200 and under 300.....	0 2 6

No. 3.—*Check-book-keeper's salary per quarter.*

Fifty members and under, 1s. 3d.; and the same rate for every additional member.

FORMS OF COMMUNICATION.

1.—*Application when out of work.*

To the Secretary of the Associated Blacksmiths of Scotland:

SIR: I beg to inform you that I have been thrown out of employment from the firm of (name the shop), on account of (cause of leaving employment), and that this took place on the — day of —, 18—.

(Signature, residence, and number of card.)

2.—*Intimation of return to work.*

To the Secretary of the Associated Blacksmiths of Scotland:

SIR: I beg to intimate that I have again fallen into employment with (name the shop), and that I commenced on the — day of —, 18—. I have received — weeks' idle allowance, and have been regularly paid.

(Signature, residence, and number of card.)

3.—*Intimation of sickness.*

To the Secretary of the Associated Blacksmiths of Scotland:

SIR: I was rendered unable to work on the — day of —, 18—, in consequence of (mention disease). I therefore claim the society's sick allowance.

(Signature, residence, and number of card.)

4.—*Intimation of recovery from sickness.*

To the Secretary of the Associated Blacksmiths of Scotland :

SIR : I beg to intimate my recovery from sickness, and to acknowledge that I have received — s. and — d., and have been regularly visited and paid. I resumed work on the — day of —, 18—.

(Signature, residence, and number of card.)

5.—*Intimation of a death.*

To the Secretary of the Associated Blacksmiths of Scotland :

SIR : I beg to intimate the death of (state whether member or member's wife) which took place on the — day of —, 18—, and I claim the society's allowance.

(Signature, residence, and number of card.)

Members' signatures.

JOHN INGLIS.
THOMAS FALCONER.
JAMES HANTON.
WALTER FAIRBAIRN.
GEORGE CRAIG.
ARCHIBALD WALDIE.
JOHN AITKEN.

EDINBURGH, December 17, 1872.

I, William Guthrie, registrar of friendly societies in Scotland, hereby certify that the "Associated Blacksmiths of Scotland" are duly registered under the trade-union act, 1871 (34 and 35 Victoria, cap. 31).

W. GUTHRIE.

Copy kept.

W. G.

I.—RULE XXIV.

That Rule XXIV be suspended for a time at least, so as to allow of a sum of £1,000 being borrowed from the sick fund, and placed to the credit of the trade fund.

2.—RULE XXX (FIRST SECTION).

That the following be substituted for the present section 1: "Every member of this section shall pay 6d. per week contribution money, paid fortnightly (unless as provided in section 2 of this rule, and members in receipt of sick benefit shall pay 3d. per week), and all accident grant levies."

SAMUEL HANNAH,
ALEXANDER HENDERSON.
DAVID STEWART.
JOHN FERGUSON.
DANIEL M'PHEE.
JOHN CRICHTON.
JOHN INGLIS.

[Trade union acts, 1871 and 1876. Associated Blacksmiths of Scotland Trade Union. Register No. 3.]

It is hereby certified that the foregoing partial alteration has been registered under the above mentioned acts this 30th day of September, 1879.

ARCH. ANDERSON,
Assistant Registrar of Friendly Societies for Scotland.

1.—RULE XXX (FIRST SECTION).

That the following be substituted for the present section 1: "Every member of this section shall pay 4d. per week contribution money, paid fortnightly (unless as provided in section 2 of this rule), and all accident grant levies."

2.—RULE XXXIII.

That section 2, from the commencement of the sentence in fifth line, read as follows, viz: Such period not to include the usual holidays. The New Year, Midsummer, and

Christmas holidays be each fixed at six days over the whole association; and no member under holiday suspension shall be entitled to benefit unless he has been twelve days idle, and has signed the vacant-book after the sixth day, in terms of Rule XXXV; he will then be entitled to six days' benefit. In the case of a member who may be discharged at the close of the works for the holidays, should he at the close of the holidays resume work in the same employ, he shall be dealt with as a member under holiday suspension."

JOHN CRICHTON.
ALEXANDER HENDERSON.
DANIEL M'PHEE.
JOHN FERGUSON.
WILLIAM MORRISON.
DAVID STEWART.
WILLIAM HUTCHISON.

[Trades union acts, 1871 and 1876. Associated Blacksmiths of Scotland Trade Union. Registered No. —.]

It is hereby certified that the foregoing partial alteration has been registered under the above-mentioned acts this 9th day of September, 1880.

J. BALFOUR PAUL,
Assistant Register of Friendly Societies for Scotland.

Copy kept.

J. B. P.

7. CONSTITUTION AND RULES OF THE ASSOCIATED IRON-MOLDERS OF SCOTLAND.

[Established at Glasgow, March, 1631. Revised May, 1881.]

PREFACE.

"The Associated Iron-Molders of Scotland" was established at Glasgow in March, 1831, and down till 1st March, 1869, was known as the "Scottish Iron-Molders' Union."

The success which has attended its labors during a period of half a century now fully proves the necessity of such an association being in existence. It is instituted to legitimately secure to its members a fair value for their labor without injury to the just rights of employers; to make a provision to old cheer age, for seasons of depression of trade, or when disabled by accident from following their usual employment; and to provide a funeral allowance for members or their wives.

It is no part the object of this association to, in any sense, act as a rival to the many benefit societies in the United Kingdom, but rather to provide against a train of events which, in the course of things, will arise, and which it is impossible to make provision for in the ordinary benefit societies. "It is believed that union, for the purpose of mutual relief and help, may be made productive of high moral ends; it will foster the habit of providing for the future;" as, by being loyal and consistent members, every one is building up what will and has improved their position, when compared with that of the molder of fifty years ago. And such an association as this is, properly conducted, will deepen our respect for law and order; for it must be obvious, even to the most casual observer, that society at large would become chaotic if law was not maintained; and, in our association, members should make it the first principle of duty to act in concert with their brethren, who are seeking to carry out the rules laid down for their guidance, faithfully; and, in doing so, they will encourage the principle of good-will and brotherly love. It is at all times incumbent on members to aid and assist one another with their best counsel and advice; and, in so doing, many of the sorrows of this life, if not entirely prevented, will be greatly alleviated.

It is also part of the arrangements that a regular correspondence with all parts of the country where our members are located be kept up, with special reference to the circumstances which affect the labor market; and by placing in the hands of its members, monthly a report of the position of trade, it furnishes them with valuable lessons so to the true position of their trade, and thus enables them to use the strength which union gives them, without repeating mistakes which have often arisen through a limited knowledge and a narrow range of operations. Since the institution of the association it has been necessary from time to time to revise and amend the rules to suit the altered requirements of the trade, and the latest revision is now before you; and, with every member making himself thoroughly conversant with the different

rules, it is to be hoped that the result of so perusing them will add to the maintaining of the edifice which has been left us by those who have preceded us.

The present rules will take effect on and after 1st August, 1881, from which date all previous copies are superseded; and no excuse of ignorance will be accepted in extenuation of any violation of these new in force.

CENTRAL OFFICE, *Glasgow, July, 1881.*

ASSOCIATED IRON-MOULDERS OF SCOTLAND.

CONSTITUTION.

1. The society formed under these rules shall be known by the title of the Associated Iron-Moulders of Scotland, and shall be composed of competent workmen (iron moulders) as afterwards defined.

2. It shall have a central governing body, to be termed the executive council, who shall sit in Glasgow, with a secretary and treasurer, all of whom shall be chosen and govern in terms of succeeding rules.

3. It shall be divided into districts or sub-districts, situated in such localities as may from time to time be found most conducive to its interests. Both of which must have the consent of executive council before being formed.

4. It shall have for its object the providing of aliment to those of its members idle from proper causes, the maintaining of superannuation, accident, and funeral benefits; the protection of the general interests of the trade; the enabling of its members to obtain a fair value for their labor; and the elevation of their social condition.

5. It shall be sustained by a contribution at the rate of 1s. per week, or 2d. per day, while working, paid fortnightly by each member, which shall be made to meet the outlay for idle and superannuated aliment, and for all trade and working expenses. With the view of securing payment of all claims, the funds shall not be allowed to fall below £10,000 without an increase being made on the weekly contribution. If it should prove that the increase necessary to attain this object would be too large, then the aliment shall be reduced to obtain the desired result.

6. The outlay for accident and funeral benefits, and for the monthly reports, shall be met by the raising of levies each six months, proportioned to each member, and amounting in the aggregate to the sums so expended, with their expenses. These levies to be paid at 6d. per fortnight by each member, or 4d. per day while working, commencing with the first pay after notice has been given for the amount; and when the new levies are issued, all unpaid levies are debt and must be paid as such.

7. All money received in and from the districts shall form one common fund, and be appropriated to no other purposes than those set forth by these rules; and such as may not be immediately required shall be deposited in bank in name of the association and its trustees; or invested in such portions and in such trusts as may be agreed upon by a vote of the trade. The bank books and other vouchers connected with the central department to be kept in a drawer in the society's safes, the keys of which shall be kept by the corresponding secretary and the central treasurer.

8. The contributions of members shall be devoted solely to the payment of the benefits contained in this constitution, and such other objects as the rules contemplate; and any office-bearer expending any portion of the association's funds in contravention of these rules, shall be held personally responsible for the moneys so expended.

9. The central office of the association shall be, unless decided otherwise, at 28 St. Enoch Square, Glasgow.

RULES.

CENTRAL GOVERNMENT.

1.—Executive council.

1. The central authority of the associated iron-moulders of Scotland shall be vested in the hands of an executive council, which shall be elected annually by the Glasgow districts.

2. That the executive shall consist of a secretary and treasurer, with twelve members elected from the Glasgow districts. Each district to have equal representation; the majority to form a quorum. The duty of the secretary shall be to report business, but neither he nor the treasurer shall have any vote.

3. That, as the duties of the E. C. are of the greatest importance, none shall be eligible who have less than ten years' membership, and been guilty of no violation of its rules at any time. Same to be elected by a vote of the district to which he belongs. Thus the committee of district nominates one for the seat, and at their first general meeting his name be submitted, and they (the general meeting) nominate other two, when voting papers will be issued to the district, and he with the highest

number of votes be held duly elected. Each member of the executive to serve twelve clear months, one-third retiring every four months as their term of service expires. Those retiring shall be eligible for re-election, but none to hold office longer than three years in succession.

4. The executive council shall elect from their own number two members to serve as president and vice-president, till the expiry of their respective terms of office at the council board, two weeks previous to which the council shall appoint their successors in office. The vice-president to have a deliberative vote, but the president or presiding officer a casting vote only.

5. The minutes of every meeting shall be read at the beginning of the meeting following, and, after approval and adoption, shall be signed by the president. The roll shall then be called, and any member failing to attend regularly shall be reported to the committee of the district by which he was appointed, who shall have power to dismiss him, with a penalty of 5s., and appoint another in his place, until a meeting of the district can be convened; but no member shall be allowed to resign before the expiry of his term of office, unless his reasons for doing so are accepted by the executive as satisfactory. Should he insist on resigning without their sanction, he shall pay a fine of 5s.

6. The executive shall see that the correspondence is duly attended to, and that the monthly reports are transmitted to the district secretaries not later than the third week after the date to which they are made up. They shall also see that all accounts are discharged, and that the sum so paid is initialed by the president in the outlay book at the finance meetings, and that all receipts be initialed and passed by him as correct.

7. The executive shall see that a uniform set of books, and all working material, with this exception (writing paper, pens, and ink), is supplied to each district, and that district secretaries keep their books properly and send in their reports correctly, not later than six days after date. They shall have full power to authorize an audit in any district where they consider the evidence produced deems such audit necessary; and if they consider that any office-bearer should be suspended from office pending investigation, they may so suspend, and, with the concurrence of district office-bearers and committee, fill in the office *pro tem*.

8. They shall also see that the central books are kept in a clear and intelligent manner, that the correspondence be copied in the letter-book, and that a roll-book of the trade be kept, in which shall be inserted each member's name, age, date of entry, district where entered, amount of extra money, date when clear, together with index to reference-book, which shall contain additional particulars of the dates when members go abroad, and when they return home; the names of deceased members and their wives, their age, date of death, and the disease of which they died; also the names of those excluded, the date and cause of exclusion, and all other necessary information, to the satisfaction of the executive, who shall see that the above particulars are duly furnished by the district secretaries. They shall further see that the books in central be audited and examined by two clear members annually, to be elected by vote of the whole trade.

9. The executive council shall also see that due intimation of every agitation or dispute is conveyed to them, and shall advise such action as they may think necessary to have such dispute or grievance settled; also give the information to the affected district of the position of other districts as to trade and other points, in conformity with rule 36.

10. They shall endeavor to obtain reliable information of the state of trade throughout the country, and cause such information to be transmitted whenever it may be required.

11. It shall be the duty of the executive to see that all remittances to or from the districts are promptly attended to; and they shall have power to suspend from office any district treasurer or other office-bearer neglecting or refusing to comply with the rule in forwarding remittances, unless a satisfactory reason be assigned for such neglect or refusal; the same to apply to the central treasurer neglecting his duty in promptly forwarding to districts.

12. The salary of the council shall be 1s. each for every meeting they attend, the same to be paid at the end of each month, and there shall be no allowance in money or refreshments for any meeting. Members not present at 8 o'clock shall forfeit 6d. due for their attendance. The president shall attend and preside at all ordinary and special aggregate meetings of the society in Glasgow, for which he will be paid as for a meeting of the executive.

2.—*Standing orders, executive council.*

1. The executive council shall meet at the central office at half-past 7 o'clock every Wednesday evening, or oftener as required, for the dispatch of business, and continue their sittings till 10 o'clock.

2. The order of business in regular meetings shall be as follows: Immediately on the president taking the chair, and the meeting being constituted, the secretary shall submit the minutes of the previous meeting for approval. These being disposed of, and the roll called, he shall then proceed to read the correspondence and lay before them such other business as may be prepared by him for their consideration, after which any member, with the sanction of the president, may introduce any other question which he may consider deserves attention; but in every case requiring investigation, timely notice must be given, so that it may be duly entered on the card, and taken up in proper order, and on no account will business of, or belonging to any district committee, be entertained unless officially reported or sent in specially by them for advice.

3. To maintain regularity and insure a thorough understanding of the subject about to be discussed, the president, as soon as the secretary has submitted it to the meeting, shall put such questions as he may consider requisite to bring out the necessary information, and a similar opportunity being given to the members of the council, he shall then call upon them individually to express their opinion; but no member shall be allowed to address the meeting more than once on the same question without leave being asked of, and granted by, the president. The question having been fairly discussed, the president may then sum up the arguments and proceed to take the vote.

4. No member of the trade, while being examined as a witness, shall be allowed to hear or take part in any of the deliberations of the council.

5. Any member of council showing himself unfit for his duty, or found guilty of carrying out information from the meetings, unless authorized to do so, shall be dismissed from his seat and forfeit whatever may be due him for attendance.

6. No member shall take part in any expression of opinion out of the council, or prejudice any complaint that is to come up before them. Those who may have unwittingly done so, shall be held as bound in honor not to vote or take any prominent part in the discussion when the subject is being debated.

7. It shall be competent for the council, under any exceptional circumstances, to ask a vote of discretionary powers to suspend certain rules for a term of weeks or months; but without such vote no special action of this nature can be taken.

8. The council shall have power in any cases that arise whereon the rules are silent, deciding every such case on its own merits. Should such decision not be considered satisfactory to the parties interested, they can claim the right of appeal to the trade, whose decision shall be binding on all parties.

3.—*Central finance.*

1. The central finance committee shall be composed of the president and one member of the executive, whose duty shall be to meet every alternate Friday evening not later than half-past 7 o'clock, along with the secretary and treasurer, and see that the finance-books are properly kept and balanced, examine all accounts before payment, also all receipts and remittances, and generally be cognizant of and sanction all financial transactions before they are finally settled.

2. They shall keep a general account of the central finance; and the president shall keep a check-book, in which he shall enter in detail all income and expenditure in connection with the central, balancing regularly with the secretary and treasurer at every finance meeting, and reporting to the executive council every fourth week; also to the aggregate general meeting.

3. The members of finance committee shall serve during their term of office on the executive council, each to retire by rotation. Their attendance and names to be published in each monthly report, which shall also contain a detailed statement of the income and outlay connected with the central department.

4. Two auditors not connected with the executive council shall meet every month to examine the office-bearers' finance books and papers, also vouchers, &c., relating to cash transactions, and report the result of their examination to the executive council. The auditors to be elected alternately each quarter by the aggregate general meeting, and shall remain in office for six months, being eligible for re-election for a second six months in succession.

4.—*Central treasurer.*

1. The central treasurer shall have been a clear member of the association for not less than ten years previous to nomination, and one who has never violated any of the rules, also a resident householder within the Glasgow districts. Before assuming the duties of the office he shall give security in such amount as the executive council may determine.

2. He shall be nominated and elected annually by the Glasgow districts, the retiring

treasurer being eligible for re-election, but no treasurer shall hold office longer than three years in succession. The names of the nominees having been forwarded to the executive council, voting papers will be issued by them to the various shops, and the name with the highest number of votes will be declared duly elected for the ensuing twelve months.

3. It shall be the treasurer's duty to attend all finance meetings at the central; keep a detailed account of income and expenditure to the satisfaction of the finance committee, and balance his accounts with the president and secretary at each meeting. He shall receive remittances from the districts, and, as no money can be drawn from the bank without the sanction of the executive, districts requiring a remittance must apply in time, so that their application may be submitted to the following meeting of the council, when on approval it will be the duty of the treasurer to make the required remittances without delay.

4. In virtue of his office he shall form one of the executive council and attend all their meetings where he will have a voice in their deliberations, but no vote.

5. He shall at no time have more than £50 of the funds of the society in his possession, which for greater security, and to be in readiness to discharge current claims, he shall lodge in bank in his own name, but to the credit of the association.

6. For discharging the above duties his salary shall be £10 per annum, paid monthly.

5.—Corresponding secretary.

1. The corresponding secretary shall be a member of the society for not less than ten years previous to nomination, and one who has never violated any of its rules; he shall be possessed of an intelligent knowledge of the society and its affairs, and fully competent to discharge the various duties assigned to him by the executive council, and as prescribed by the rules.

2. In the election of the corresponding secretary each district shall have the right to nominate a candidate; and the names of all nominees, with the necessary particulars regarding membership and other qualifications, shall be forwarded to the executive council, who shall immediately thereafter issue voting papers to each shop, when the majority of votes returned will decide the election.

3. The corresponding secretary shall devote his time exclusively to the business of the association; attend all legally constituted meetings of the executive council, at which he shall record the names of members present, report those absent from three successive meetings, and take a minute of the business, which he shall transcribe in a book to be authenticated by the signature of the president at each regular meeting. It will be his duty to arrange the business for the meetings, and specially summon attendance of the executive when circumstances seem to warrant it.

4. He shall keep all documents, accounts, and papers in connection with the central department in such form and for such uses as the rules require; copy all correspondence of importance in the letter book, and, if required, he shall read to the executive all letters received and copies of answers returned. In the roll and registration-book he shall enter the name and number of each entrant, with age, date of entry, where and how often entered, and whatever other information the executive may consider necessary regarding the member.

5. He shall keep a correct statement of accounts to the satisfaction of the executive council, and publish a monthly report of all financial transactions connected with the association, giving a correct balance of the funds and state of trade, as furnished by the district returns, with the names and numbers of members excluded; each report to be submitted in proof to the executive, who, as a whole, shall be responsible for its contents. He shall inform the executive if any district reports are not received in time to enable him to issue his report not later than three weeks after date, and they shall take measures to get them forwarded. The reports for January and July each year, which in each case will embrace six weeks' transactions, shall contain the names and addresses of district office-bearers, with list of claims for funeral and accident benefit discharged in the preceding six months, and the amount of levies required to refund the same.

6. It shall be his duty to keep up a regular monthly correspondence with the different districts, and supply the rates of pay to districts as returned to central; but no letters on the business of the association shall be attended to unless written officially by or through the person appointed for that duty.

7. The corresponding secretary shall serve on delegation when requested by the executive council, if his time permits; but this will not be held as an excuse for omitting any of his other duties; and when on such delegation he shall be remunerated, with the exception of wages, the same as other delegates.

8. Should he be found guilty of anything inconsistent with his duties, he shall be liable to be dismissed by the executive council, and another appointed *pro tem.* until an election can take place; or, if found incompetent, he shall receive one month's salary or one month's notice, and be dismissed; but, should he consider himself un-

justly dealt with, he may claim the right of appeal to the trade. Should the corresponding secretary wish to resign, he must give at least one month's notice of his intention to do so.

9. The hours of attendance at the central office shall be—with the exception of Saturday—from 9 a. m. till 2 p. m., and from 3 p. m. till 6 p. m.; on Saturdays from 9 a. m. till 1 p. m.

10. In the event of the society resolving to publish an annual statement, it shall be the duty of the secretary to compile such, under the direction and supervision of the executive council.

DISTRICT GOVERNMENT.

6.—*Office-bearers.*

1. Each district shall be governed by a president, secretary, treasurer, and steward, where the membership sanctions the latter office, with a committee of from four to six, in proportion to the number of members in the district. The four first-named office-bearers must all be resident householders in the district, of good character, and to be qualified for the offices of president, treasurer, and secretary, must have at least three years' clear membership, and at least twelve months clear for that of steward. The secretary to be elected for twelve months, the other three for six months, all being eligible for re-election, but none shall hold office for a longer period than three years in succession.

2. The finance department shall be conducted by the district office-bearers, assisted by one or more members of the committee, when such assistance is considered necessary. They shall meet in some central place of the district to receive contributions from the shop delegates, and to transact any other business that may be required, the time and place of meeting to be settled by the district, and due intimation made in the monthly report of any alteration. The remuneration to members of committee for attendance at finance meetings will be dependent on the working and idle membership of the district at the date of the report.

In districts where the membership does not exceed 300 the allowance will be 6d.; above 300 and under 400, 9d.; above 400, 1s. each.

3. Any member duly elected to serve in office as president, treasurer, secretary, &c., or as member of committee or shop delegate, and refusing to act as such, shall pay into the funds of the association a sum not exceeding 2s. 6d., unless a reasonable excuse has been tendered and accepted. This penalty must be discharged on the first pay-day after being inflicted.

7.—*District president.*

1. The president shall be elected by a vote of the district; his duty shall be to see the rules of the association enforced; to bring to trial all violators of the same, and to see that all dues, fines, &c., are regularly paid up. It shall be his duty to summon the attendance of all defaulters; and as all complaints must be made to him he shall have power to call the committee together whenever he may consider it necessary. He shall then lay the object before them for which they are convened, and see that the same be fully and fairly discussed, and that in the decision come to the fundamental principles of the association are strictly observed; if not, he shall have power to protest against the decision, and to carry the subject before a specially summoned general meeting of the district; he may, on his own responsibility, or with the concurrence of the members of the committee present, appeal against such decision to a second meeting, which must be held within one week afterwards. Should the decision of the meeting again be unsatisfactory, an appeal may then be made to the executive council.

2. He shall preside at all meetings of the district, explain the business for which they have met, and conduct the same, or see it conducted, with order and propriety. He shall prevent, as far as in his power, all conversation among the members and obtain for every one an opportunity of expressing his opinion upon any subject that may be brought under consideration. No member shall be allowed to interrupt another while addressing the meeting, except the president consider it necessary, either to request an explanation or call a member addressing him to order, if deviating from the question at issue. He shall also read the expenses of deputations, if any, at the first committee or general meeting afterwards; and, on a division, he shall only have a casting vote.

3. Any member interrupting the business of a meeting, and called three times to order by the president, and not obeying such, will be requested to leave the meeting. Should he still refuse to do so the president will then put the question of expelling the member to the meeting, and if they decide in the affirmative he will then be expelled and fined in 2s., the same to go into the funds of the association.

4. He shall exercise a general supervision over the financial affairs of the district, and discharge the duties of check steward in districts where the membership disqualifies from the special appointment of that office-bearer. He shall also sign all cards and lines authorizing the treasurer to pay all moneys to members.

5. It shall be the president's duty at each committee meeting, after the minutes are adopted, to call on the treasurer to report the amount of funds to the credit of the district at last balance, and see that such report is duly minuted and read at the following general meeting. (This to be strictly adhered to.)

8.—*District treasurer.*

1. In the nomination of district treasurer a leet of three shall be proposed, one by the committee and two by the following general meeting, when, if no sufficient objection be lodged against them, their names will be submitted to the members of the district and a vote taken thereon, and he who has the highest number of votes will be held duly elected. Before commencing his duties he shall give security in such amount as a general meeting of the district may determine.

2. It shall be the treasurer's duty to attend the finance and committee meetings of his district, sign the shop delegates' books for the amount received as members' contributions, keep a detailed account of the income and outlay, and correctly balance his books with those of the secretary and steward at each finance meeting, and also bank all money as may be directed. He shall make remittances, as required by rule or by the district, and have custody of the bank-book. He shall also submit to the auditors each month the money, vouchers, &c., and such other documents connected with the district as may be in his possession belonging to the association, and attest by his signature the accuracy of the monthly statement respecting the amount of funds on hand in the district.

9.—*District secretary.*

1. The district secretary shall keep possession of all books connected with the district, except the president's scroll and check-book, the treasurer's cash-book, and the steward's books. He shall keep a roll-book, in which shall be inserted the attendance of members of committee, a minute-book for recording the transactions of the committee, and a roll of members' names for payment of contributions, with a cash-book for the district income and outlay; also a register and reference book of all members' numbers and dates of entry, exclusion, date of going foreign, deaths of members or wives, and amount paid.

2. It shall be the duty of the district secretary to compile, in such form as may be directed, a monthly report of the district income and outlay, with the number of members—working and idle, superannuated, &c.—in the district, at the date to which the report is made up, with such other information as may be required to form a correct estimate of the state of trade, and the position of the funds; also, to see that the books are balanced up to date of close of every month's report, and the monthly report to be made from said balance. The date to be as published in the preceding monthly report. His report, after being duly audited and compared with the books by the district auditors, must be forwarded to the central office within the first six days of the following financial month. Secretaries failing in this without a reasonable excuse, shall be fined 1s. They shall also forward a weekly report, if such should at any time be deemed necessary by the council.

3. The secretary shall conduct all the official correspondence of his district, submit to the committee such as he may have officially received, and read the whole, or such extracts to the general meetings as the committee may direct. It shall be his duty to issue all summonses for meetings, or for the attendance of members; he must attend all finance, committee, and general meetings connected with the district, and take minutes of the business transacted, which must be authenticated by the chairman's signature. Although entitled to take part in the discussion of any question at these meetings, he will have no vote.

4. The secretary shall forward, on the entrance of every member, the following particulars to the executive for securing, as far as practicable, an exact register, viz: Age, date of entry; first, second, or third entry; first or second class, amount of entry-money, and date when clear, with full details of anything he may have done against the society. He shall also forward particulars respecting any member excluded, and immediate notice of all cards lost in his district; and on no account can district secretaries give new entrants cards—they must be given from central.

5. The secretary shall make out members' cards, and shall see that the rules respecting cards and lines are put in force. He shall place every book containing any irregularity before the committee. If he neglects this, or in any way endeavors to screen delinquents, he shall be fined in a sum not less than 1s., and not exceeding 5s., for each

offense. He shall also see that the delegates' books are kept in a proper manner; that all payments entered therein are marked separately, and the items clearly distinguished; and that they are examined by the committee every three months, and compared with his roll-book of district.

10.—*Check steward.*

The duty of the steward shall be to keep the district check books, in which he shall enter a detailed account of all income and expenditure connected with the district, balancing accounts with the secretary and treasurer at each finance meeting, which shall be docketed by the auditors, and read by him at the general meeting each month. He shall also keep the idle aliment roll alphabetically, with full details of name, district letter and number of those drawing idle benefit, their class of card, with the amount of benefit paid to each, and supply the secretary with a list of these for publication in the monthly report.

11.—*District committee.*

1. That the district committee shall be elected at a general meeting of the district—each member to remain in office six months. In filling up vacancies, the existing committee and the general meeting shall each alternately nominate a member; and, the votes being taken, those with the highest number shall be declared duly elected.

2. The duty of this committee shall be to watch over the interests of the trade; examine the delegate books, as defined in Rule IX, clause 5; and discuss such matters as are laid before them, and submit their opinions to the general meeting. The secretary shall take the minutes of their proceedings in a book kept for that purpose, which may at any reasonable time be inspected by any clear member who has received the consent of a general meeting. They shall have power to fill up such vacancies as may occur before the usual time of election. All the office-bearers must attend the meetings of committee and take part in the discussions, but they cannot legally vote on any question, the president alone having the casting vote.

12.—*Shop and finance delegates.*

1. That the members of each shop shall appoint a finance delegate, whose duty shall be to attend at a place appointed by the men in the shop for collecting their contributions; said place of meeting to be paid for by the members of the shop, as they may from time to time determine. He shall see that two auditors, clear members, are appointed to audit his books. Said auditors to read the sums collected from each member, and report such as have failed in their payments; also the amount of debt against any member in said shop, and the result of their audit at same time to the members. They will also keep a check of the sum total received each dues-day, and compare said total with outgoing report; and report also as to whether the book is being properly kept—as to cleanliness and legibility. Delegates who are at a distance from the district place of meeting will forward, without delay, their book by post, and their contributions by bank or post-office order, according to arrangements made by finance committee. Delegates failing to attend at the time and place appointed for collecting the dues, to be dealt with as the members of the shop deem necessary.

2. He shall uplift the line or card of every member commencing in the shop, and take a note of all moneys marked thereon due to the association; failure in this entails a penalty of 1s.; and on a member leaving, it shall be the delegate's duty to convene a shop-meeting, and make out a discharge line, in accordance with the decision there come to, certifying to the member's debt, and other particulars. On no account shall the delegate return the same card or line to a member that he has brought to the shop; in every case he must give a new line, certifying whether the members consider he is entitled to benefit. But in the case of giving a line entitling any member to aliment, said line must be brought before a shop-meeting, and certified by two clear members' names. Should a member commence in any shop where there is no delegate, he is bound, under a penalty of 1s., to forward his card to the district secretary within twenty-four hours after commencing work; and upon leaving a shop of this description, on notice being sent to the district secretary, he will forward a line or card within twenty-four hours. Any member withholding a day, or more than a day's dues, which the shop considers he is justly entitled to pay, shall be fined 2s. and 6d., against which there can be no appeal.

3. He shall keep a book in which he shall record the names of all apprentices, with the dates on which they commenced the trade; and shop delegates are strictly enjoined to report these particulars to the secretary of the district, at the first general meeting after any apprentice commences in the shop. Delegates are also requested to take a note in this book of the conduct of apprentices, when they have done any—

thing against the interests of the trade, so that the same may be referred to when they apply for entrance into this association.

4. That any delegate neglecting to enter the registered number, class of card, number of weeks clear, debt, &c., upon any member's line, shall be liable to a penalty of not less than 1s. for each offense; and any member accepting his line from a delegate without ascertaining that the same is correctly marked, shall be liable to a like penalty unless a reasonable excuse be given to the committee.

5. Delegates and district secretaries are strictly enjoined to write the name of the shop or district on all voting-sheets, &c., with the number of votes in writing. Unless this is complied with, the votes will be null and void.

6. Delegates are strictly enjoined to hand over the lines, books, or cards of members commencing in their respective shops to the district secretary on the first finance meeting night, with the name of the shop and the date of commencing marked thereon, under a penalty of not less than 1s.; and any delegate who neglects to deliver over the contributions of his shop to the finance committee at the appointed time and place, shall pay a fine not exceeding 5s. For discharging these duties the delegate shall receive not less than $\frac{1}{4}$ d. per fortnight from each member employed in the shop.

13.—*Salaries.*

1. That secretaries in districts with 50 or under 50 members, shall be paid at the rate of £4 per annum; with upwards of 50 members they will be paid 4d. additional for each member above the number; and for every member working 4 miles or upwards from the center of the district, 1d. extra will be allowed. If any secretary should require assistance to undertake the work of the district, he must pay for such assistance from his own salary.

2. The salaries of the president, and treasurer shall be £2 10s. per annum for 50 members and under, and for every additional member 2d. extra. Districts with 100 members and upwards to have a check steward, who will be paid at the same rate as president, and treasurer; but in districts where the membership is under 100, the president shall discharge the duties of steward. Average number of members shall be computed from the number working and idle in the district for the six months preceding the date of payment.

3. Members of district committees shall receive 6d. each for every meeting they attend, and their number shall be regulated, according to the membership of the district, as follows: Districts with 100 members and under shall have 4 members of committee; above 100 and under 200, 5 members of committee; over 200 and under 400, 6 members of committee, exclusive of office-bearers.

4. The salaries of office-bearers, unless where special provision has been made, shall be paid quarterly.

14.—*District auditors.*

1. That two members of the association, not less than two years clear, be appointed in each district as auditors, to serve six months, but their election must be so arranged that one shall retire from office each quarter.

2. Their duty shall be to examine, each month, or oftener if necessary, all the books and documents connected with the district income and outlay, including the treasurer's vouchers and cash representing the district funds at the monthly balance; attest by their signatures in the cash books and the monthly report that they are correct and correspond with each other, and report the result of their examination at each monthly general meeting of their district.

3. If it be found that any auditor has discharged his duties carelessly or signed a statement knowing it to be false, he shall forfeit his salary and be otherwise dealt with as the circumstances of the case warrant.

15.—*Trustees for district funds.*

Two members shall be appointed by each district to act as trustees over the district funds and see that all money, except what is required for immediate use, is deposited regularly in bank, and that none be withdrawn unless the same has been agreed upon at a committee or general meeting or on receipt of an order from the executive council, signed by the president and secretary. Then the trustees shall sign the bank checks authorizing the treasurer to draw the amount. It must be distinctly understood that any member acting as trustee is thereby debarred from holding any other financial office in the society.

16.—*Delegations or deputations.*

1. Members, whether working or idle, delegated on society's business upwards of 4 miles from the center of the district they represent, will be paid at the rate of 6s. 6d.

per day as wages, and 3s. per day as expenses, with third-class railway fare to and from the place to which they are delegated; but in cases where it may be necessary for them to remain over night they will be allowed 2s. extra; and where a third-class may be inconvenient, second-class will be allowed. Dues must be paid when on delegations.

2. Should it be necessary for any district secretary or other member to absent himself from his employment to attend society's business, within a radius of 4 miles from the center of the district he represents, he will be allowed the same proportionate rate of wages as above and 1s. as expenses. Members serving on delegation after working hours to be paid 1s. each within a radius of 4 miles, and 1s. 6d. over 4 miles.

3. When a member is summoned by either the executive council or district committee to attend a meeting of their respective boards on any trade question he will be paid at the same rate as a member of council or committee, but such payments will not be made when summoned upon personal matters or when appointed by the shop to wait upon the committee or a general meeting. Neither will a member be paid for attending more than one meeting on one night, nor will members of council or committee when deputed the one to the other, and *vice versa*, on their night of meeting, be allowed more than their ordinary salary, with this exception that to save time they will be allowed car or bus fare, and no deputation to be sent when the work can be done by letter.

17.—*First entry.*

1. No one shall be eligible for membership in this association who has not served seven years' apprenticeship to the iron molding, and further evidence must be shown, to the satisfaction of the members, that he is competent to earn the average wage in the trade.

2. Application for entry shall be made to the shop delegate or district secretary, who, upon receiving a deposit of 2s. 6d., shall supply each applicant with a schedule containing the declaration set forth in the constitution of the society, declaring himself bound by the rules of the association and responsible for all payments due by him in accordance with said rules. A copy of the rules shall also be given, for which a sum of 3d. shall be charged. He shall then fill up the schedule in due form and find two clear members—or as many more as may be required—to sign their names and register numbers attesting the truth of the statements set forth therein.

3. Previous to handing in the schedule to the district committee it must be submitted to a meeting of the shop where he is employed, when two members must sign their names and register numbers on behalf of a majority of said shop attesting to the applicant's qualifications for membership.

4. The applicant shall then, within one month, lodge the schedule with the district committee, by whom it shall be considered. He shall then be proposed; and, at the following general meeting, if no valid objection is advanced, he shall be admitted to membership. It shall be the duty of the committee, between the date of the schedule being lodged and the general meeting, to investigate into the applicant's character and claim for admission, and, if necessary, to delay the entry till satisfied of his eligibility. If the application be refused, the deposit of 2s. 6d. shall be returned.

5. If it be found that the schedule of any applicant has been signed under false pretenses, either respecting ability or length of apprenticeship, he shall, on satisfactory evidence of the same being produced, be excluded and have no claim whatever on the society—failing all money paid; and the parties attesting such false statement shall each be fined in a sum not less than 10s. nor exceeding 20s. From this there can be no appeal.

6. Any apprentice who has served his full apprenticeship of seven years in one shop and not over twenty-three years of age, shall be entered at 21s.; for each year above that age 2s. extra will be charged. Those who have been guilty of willfully breaking their apprenticeship, without good reason being shown, shall be fined, for the first offense, 5s.; and 2s. 6d. for each subsequent shift. For any other form of misconduct during their apprenticeship they shall be dealt with as the nature of the case deserves.

7. Entry-money must in all cases be paid at not less than 1s. 6d. per week, exclusive of dues while working; and after twelve calendar months clear of entry-money, and contributing 2d. per week as levies, from being clear of entry-money, they shall, on the expiry of twelve calendar months' paying membership clear of said entry-money, be entitled to idle and funeral benefits; and after completing other twelve calendar months' paying membership, will be entitled to accident benefit.

8. Apprentices on being entered shall be privileged to attend the general meetings, and pay up their entry-money, during the last six months of their apprenticeship, but to have no vote or voice in the business. And no one shall be recognized as a member of this association until he gets a line sanctioned by a committee and general meeting and signed by the secretary.

9. The entry-money settled by one district shall not be reduced by another, with-

out the concurrence of that in which the member was entered; and no person shall be entered from another district without the consent of, and only upon the terms agreed to by, the district to which the applicant properly belongs.

10. **CLAUSE EXCEPTIONAL.**—Should any iron-molder, belonging to any other association or country, duly qualified to earn his living at the trade, obtain work in any of the districts of this association, he shall pay contributions from date of the application for schedule, and by these payments, as also the usual fee of entrance, he shall be allowed to enter this association, provided his age and conduct entitle him to entry into the association.

18.—*Re-entries*

1. Molders under forty-five years of age who have left the society and have gone to other occupations, on applying to be re-entered as first-class members, shall be admitted at a sum not less than 31s. Those leaving the society, or who may have been expelled for working against its interest, shall not be entered for a less sum than 40s. for a second entry, with 5s. additional for any subsequent entry. In each case to be twelve months clear working and paying, as defined in clause 7 of rule 17, before being entitled to benefit. Should any office-bearer or member be excluded for defrauding the association he must pay the amount deficient, in addition to the regular entry-money, when re-admitted, unless the executive, with the concurrence of the district, decide otherwise.

2. Molders upwards of forty-five years of age and under fifty, may be entered as second-class members at an entry-money of from £1 11s. to £3, but more may be charged where circumstances warrant. Their contributions shall be two-thirds that of first-class members, and their benefits half of first-class members, but to be twelve months clear working and paying, as defined in clause 7 of first entry, before being entitled to benefit. Second-class members cannot, under any circumstances, be entered a second time.*

3. Any molder above fifty years of age may be admitted and recognized as an honorary member by paying while working 1s. per month as acknowledgment money, but will not be entitled to any of the benefits contained in these rules. Those applying to be honorary members do not require to pay entry-money nor take out schedules of entry, but must make arrangements with the district committee for recognition.

19.—*Foremen members.*

1. A member on getting charge of a shop may claim exemption from paying dues by making written application to the district secretary, and receiving the sanction of the district committee and first general meeting. Foremen so withdrawing shall retain their full connection with the society and all its benefits, unless idle alimint, by paying at the rate of 20s. per annum and also the levies as issued. These payments will secure an unbroken membership, also exempt them from any payment as entry-money on returning to work as journeymen, when, after working twelve weeks and clearing all demands, they will be entitled to idle alimint and all other benefits according to their class of card. These payments may at any time be refused and the member excluded should a district general meeting, with the assent of the executive council, consider the member's conduct opposed to the interest of the trade, but in no case can the above privilege be given to foremen who hold their position under the head foremen, as they will be looked on as working foremen and must contribute at the same rate as other members of this association. Members becoming employers may participate in this rule.

2. The provisions of this rule shall be extended to members of this association acting as foremen or employers in England, Ireland, or Wales, but in each case satisfactory evidence must be produced that the shop in which they are employed (or own) is one acting in conformity with the rules of this association.

20.—*Retired members.*

1. Members leaving the trade to follow any other occupation, may still retain their connection with this association by paying at the rate of 1s. per quarter, and the funeral levies due at the end of each six months from date of leaving the trade; these payments will only entitle them to participate in the funeral benefit. On again re-suming work at the trade they will require to work twelve weeks before they can be reinstated in the same position respecting claims for other benefits which they held previous to leaving the trade. Should payments not be made at the end of twelve

* Second-class members pay 2d. per week of levy for first twelve months after entry-money same as other members, after which two-thirds is charged.

months they will be considered as having resigned their connection with the society and all claims to its benefits. No further notice to be given to any retired member than this.

2. But should any retired member wish to add to their membership while so retired they can only do so by paying 16s. per annum in addition to the payments in clause 1, which sum will secure membership to count for superannuation benefit, and on returning to work at molding they will be subject to the provisions set forth in clause 1 for so returning.

3. That there may be uniformity of payments, and that retired members may not plead ignorance of overlooking these payments, the months of March and September each year will be the months for payments being made; and while it is not absolutely necessary that these payments be made twice a year, yet in every case they must be made in the course of either of these two specified months.

21.—*Members in England.*

1. Members of this association working or located in any part of the United Kingdom out of Scotland, who are twelve months clear of entry-money, and have paid all demands, shall retain their claim to the funeral and accident benefits by paying each half year at the rate of 1s. per quarter, and the levies as assessed; or, by paying at the rate of 16s. per annum (in addition to accident and funeral levies), they will become entitled to the superannuated benefit the same as if working in Scotland.

2. They shall, not later than the eleventh week after commencing work, or from the date of their last payment, communicate with the secretary of their district to ascertain the amount they are due, and must also prove, by a certificate from the secretary of the branch where they are located, that they are working consistently with the principles of this association. Those failing to comply with the conditions of this rule will be considered as having withdrawn from the association, and renounced all claim on its benefits.

3. Previous to discharging any claim for benefit under this rule, the validity of the same must be proven by certificates duly signed by the surgeon in attendance, the member's employer, the secretary of the branch, and such other evidence as may be required to satisfy the district to which the member belongs.

4. Members leaving Scotland while in receipt of idle benefit, must distinctly understand that alimēt stops from the date of leaving Scotland, but if they return within six weeks they shall be entitled to commence on benefit where they left off, at, say, three weeks drawn, they will commence on fourth week; but if longer away than six weeks, they shall be dealt with on their return as if idle on own accord. Members leaving Scotland on own accord shall be considered in the same position on returning.

22.—*Foreign members.*

1. Members going forth of the United Kingdom shall be termed foreign members.

2. The contributions of a foreign member shall be 20s. per annum, or a proportionate sum for any less period, which shall duly entitle him to the nudernoted benefits. It shall entitle him to idle benefit on returning after working eight weeks successively, or at intervals, in one or more shops, but the time they have been abroad will not be acknowledged as a portion of their membership entitling them to superannuation benefit. The foreign year shall begin in January, payment to be made each six months, or in advance.

3. Foreign members, from date of leaving this country, shall retain their claim on the funeral and accident benefits, always provided such accident has befallen them at their own trade, or in the lawful prosecution thereof. To retain a claim to these benefits it will be necessary that the party going abroad clears all levies and dues before leaving, and arranges with the district for future payments. Those in Glasgow going foreign to make arrangements in central.

4. In the event of any benefit being claimed under this rule, satisfactory certificates must be produced to the executive counsel, duly signed by the British consul, setting forth the nature and cause of the accident or death, the death of a wife to be attested in the same manner. Payment of the benefit will be made to any person on the production of a legal mandate authorizing him to receive the same; failing this, to the wife, or in succession, the nearest relative establishing a satisfactory claim. All expenses incurred through neglecting to comply with the above directions, or in transmitting the benefit, shall be defrayed by the parties to whom it is paid.

5. In discharging any claim for accident benefit, the usual bond must be signed by the party, if in this country; if not, by four substantial householders resident in this country, as security and cautioners for the sum received.

6. The claim for funeral benefit must be made within six months from date of death, otherwise it cannot be recognized.

BENEFITS.

23.—*Superannuation benefit.*

1. Members of this association, not otherwise specially exempted by rule, who have acted in conformity with its rules, and completed a continual connection of twenty years from date of last entry, but under twenty-five years' membership, on becoming unable by age or infirmity from working at iron-molding, shall, under the after-mentioned conditions, be entitled to receive from the funds of this association, during the remainder of life, the sum of 5s. per week; and for a membership over twenty-five years, 6s.; and for over thirty years, 7s.

2. Members claiming this benefit must lodge their application with the committee of their district, along with certificates from two duly qualified and respectable physicians or surgeons attesting the nature and cause of disablement, and must also be prepared to furnish in connection with the same such information as said committee may deem necessary. No application will be entertained while the member is in receipt of idle benefit.

3. The committee shall submit the application, with relative documents, to the next general meeting of the district; and if said meeting is satisfied of the validity of the application, their decision and all documents connected with the claim shall be transmitted within three days thereafter to the executive council, whose sanction must in all cases be obtained before applicant is declared entitled to benefit, and the executive may, if they think proper, have the applicant examined on behalf of the trade.

4. Should the executive be unable to come to a decision, either confirming or dismissing a claim, within six weeks from its having received the approval of the district, the claimant will, on and after that period, receive payment of the benefit for which he has applied until such time as his case is finally disposed of. Should the decision be adverse, no further payment will be made, the claim for benefit becoming null and void; but the money so received, pending settlement of the claim, will not require to be refunded. Should the claim receive the sanction of the executive, payment will then date from the decision of the district general meeting.

5. Members whose claims for this benefit have been finally approved, and who have become recipients of the same, shall thereby renounce claim for all time coming to the other benefits of the society, excepting the funeral allowance, to retain their claim to which they will require to pay funeral levies as other first-class members; and in the event of any member who has got this benefit feeling so far recovered that he could again work at the molding, he, on application and obtaining sanction from the district he is in and the executive council, may be allowed to do so by paying dues as a second-class member; but in all cases when thrown idle he will return on to his superannuation benefit again.

6. Superannuated members shall not receive from the funds either loans or advances upon their superannuation or funeral benefit, and they shall not be eligible either to hold office in the society or to vote at any of its meetings. And any superannuated member wishing to go foreign will be allowed to do so; but his benefit ceases from date of leaving; and when he returns his benefit will again commence, but he cannot be allowed any portion of this benefit for time away; and to entitle him to his funeral claim he must pay funeral levies as issued while foreign.

7. On remitting superannuation benefit by post-office order, all expenses connected therewith must be defrayed by the party receiving, and receipt of same must be acknowledged by return of post, otherwise no more money will be remitted until this condition has been complied with.

8. For the information of this society as to who are really deserving members, the secretary of each district shall keep a reference book for entering therein any violation of the society's rules which may have been committed by any member or members within his district.

24.—*Funeral benefit.*

1. On the death of a first-class member his widow, nearest of kin, or nominee lawfully appointed, will be entitled to receive the sum of £30 sterling as a funeral benefit. On the death of the lawful married wife of a first-class member he will be entitled to receive £10 from the above sum, leaving £20 for his own funeral expenses; and on the death of a second wife £5 will be paid—£15 being left for his own funeral benefit; but no more than £30 can be paid on behalf of any member. The funeral benefit for a second-class member will be £15 sterling, from which £5 will be paid on the death of his lawful married wife—£10 remaining in the funds as his own funeral benefit. In every case where funeral benefit is paid for a member's wife full particulars must be entered on the member's card of the amount received, the date of payment, and the district in which it was paid, similar details being forwarded to the central office to be entered in the register book.

2. Any member who has already received the funeral benefit consequent on the death of his wife, and; on again marrying, has paid a registration fee of 20s. for his wife within twelve weeks after date of marriage, and previous to the January, 1875, rules coming into force, shall be legally entitled to the maximum amount of £30; but those who have failed in paying will be subjected to a deduction of £10, as for the death of a first wife, leaving £20 still to his credit as funeral benefit. This arrangement will also apply to second-class members in a proportionate sum to the amount of benefit last received.

3. No member will be entitled to these benefits until he has been twelve calendar months working, clear of debt, whether of dues or entry-money, and complied with clause 7th of Rule XVII. Any arrears of levies or dues to which a member may be liable at his decease shall be deducted from his funeral benefit, as well as 3d. per week from the date to which the last issue levies were made up to the date of his death.

4. To prevent the society being imposed upon, the district committee shall inquire into all applications made to them for the funeral benefit, and be fully satisfied of the validity of the claim before it is discharged. Should the application not be proven to the satisfaction of the committee, and the benefit refused, an appeal may be made to the next general meeting of the district, and from thence to the executive council. The committees of the different districts are enjoined to see their members decently interred.

5. All claims for this benefit must be made within forty-eight hours after death, previous to interment. Funeral benefit may be paid in any district, if required, to meet convenience of parties claiming this benefit by producing member's card, also the register of death and doctor's certificate, all of which must be produced to the district secretary, who, if satisfied, shall make out an order for payment, which, after being signed by the president, shall be discharged by the treasurer.

6. The executive council shall publish, in the months of January and July, a statement of what has been paid out as funeral benefit in each district, and assess the members by a levy to make up the required amount expended. A second-class member will be assessed in a sum equal to two-thirds of that levied on a first-class member. All levies not cleared when the new ones are issued become debt and are paid as such.

7. Funeral receipts shall be attested by the party receiving the benefit, the president of the district, and two witnesses.

8. Should any member entitled to funeral benefit die while on travel, and his friends be unable to remove him, then the secretary of the district in which he died shall get the death registered and cause him to be decently interred, the expenses of his funeral not to exceed £5 sterling; the balance, after deducting arrears, if any, to be paid to the relatives on producing satisfactory evidence of the legality of their claim thereto.

9. Should a member die entitled to the funeral allowance whose relatives are not known, the committee of the district where the death occurred shall see him decently interred. His nearest relative shall be advertised for in a public newspaper once a week for three months, the funeral and advertising expenses being deducted from his funeral allowance, and the balance paid over to any relative who can satisfy the association that the applicant is the lawful heir of said member; but no claim will be entertained after the expiry of twelve months from the date of death.

10. Members leaving the society, from whatever cause, after having received the funeral benefit for a first or second wife, and again re-entering it, can only be on condition that the sum or sums so received shall be deducted from the maximum amount at their credit previous to the benefit being paid for their wife or wives.

25.—*Accident benefit.*

1. Any first-class member, with two years' working and paying membership clear of entry-money, who has contributed regularly, and not in debt more than four weeks' dues, in the event of an accident befalling him so as to disable him from following the occupation of an iron-molder for the remainder of his life, provided always such accident has not been the result of his own carelessness or immoral conduct, shall, on his claim being sanctioned by the trade, be entitled to receive £100 sterling from the funds of the association, and the sum so expended shall be reimbursed to the funds by a proportionate levy on the members. Second-class members, under the same conditions, will be entitled to receive one-half the above amount as accident benefit.

2. No claim for this benefit will be entertained before the expiry of six weeks, nor later than twelve months after the accident has occurred; and those dying within six weeks after receiving an accident, or while their claim is being voted on by the trade, their heirs or nominees shall only receive the funeral and not the accident benefit.

3. In support of every claim to this benefit, the applicant or parties on his behalf shall produce satisfactory evidence to the district where and how the accident occurred. The district, when satisfied with the applicant's claim, shall forward such with their

opinions to the executive, who shall have power, if they consider it necessary, to have the applicant re-examined, or take such other steps as they may consider necessary before issuing the claim to the vote; but in every case the evidence must be published, and a vote of the trade taken to decide finally whether the applicant is entitled to the benefit or not.

4. In every case a stamped receipt for the benefit, with a formal renunciation of all further claim on the association, or any of its benefits, must be signed by the principal and by two responsible parties, as security, to see the agreement fulfilled; said bill shall be payable to the treasurer on demand, and enforced, should the party on whose behalf the benefit is paid ever commence work as a molder. In every case the executive council to see all claims properly discharged for this benefit.

26.—*Holiday benefit.*

1. That in all cases throughout the trade, where works are closed during the respective holiday seasons, and in cases where members have been idle less than two weeks previously, they shall not be entitled to benefit for the first nine holidays; but if the works are closed for a longer period than nine days, then the members idle shall commence on alimony on the tenth day, and continue from that time until the works are re-opened to resume work. Should the works continue closed for three weeks, or the members remain idle from want of work for that period, they shall then receive alimony for the whole time idle. Holidays to be held as commencing from the date the shop stops work for that purpose.

2. Members idle for two weeks before the holidays shall be entitled to continue on benefit, without stoppage, during the holiday season; also, those who have been idle for less than two weeks before the holidays, but who were not previously in employment for four consecutive weeks.

27.—*Class of card—Idle benefit.*

1. There shall be two classes of alimony cards, viz. red and blue. Members shall receive a red card after twelve months' working and paying membership clear of entry-money, which will entitle them to thirteen weeks' benefit at 8s. and thirteen at 4s. per week.

2. Blue cards will be acquired after eighteen months' working and paying membership clear of entry-money; and on these members will be entitled to receive idle benefit for the same length of time as the red card at the respective sums of 10s. and 5s. per week.

3. Cards of acknowledgment shall be given to members shifting their shops, until twelve months clear of entry-money.

4. Any member leaving for "want of work," if otherwise entitled, shall be paid idle benefit according to class of card; but if leaving on "own accord," he shall have no claim to benefit. The phrase "want of work" shall refer to all kinds of dismissal without fault of the member—slackness, underpayment, resisting a reduction of wages, or unjustifiable abuse or ill-treatment from employer or foreman. "Own accord" shall mean all kinds of dismissal for irregularity, absence without leave—except from illness—insobriety, and capricious or voluntary self-dismissal.

5. Should a member be discharged from employment, and have a legal claim for idle benefit in conformity with these rules, he will be entitled to receive thirteen weeks' benefit at the high rate, according to class of card, and thirteen weeks at the reduced rate—in all twenty-six weeks—provided he is idle for that length of time. Idle benefit cannot be drawn for a longer period unless the member has again been employed for eight weeks consecutively in one or more shops and paid all demands, which will renew his claim to benefit for the full period—twenty-six weeks—and by working four weeks under the same conditions the reduced rate will be renewed for thirteen weeks. The same arrangement for renewal of benefit will apply to any time during the currency of receiving idle benefit, provided the member has not received nor been entitled to receive idle benefit during the time he must be employed to establish his claim for a renewal.

6. No member shall receive alimony on his discharge-line unless it be signed by the delegate and two clear members of the shop, and then only in the district where the said shop is located, and can only draw benefit on it for one week, after which he must produce a regular card, signed by the secretary of the district. The finance committee may withhold payment on a line, unless it has been read and the claim for benefit has been approved at the previous committee meeting, and there signed by the president or the secretary.

7. Any member turning badly while in receipt of idle benefit shall have it continued for the time specified in the rules, provided he produces a doctor's certificate that he is unable to work, but not otherwise; and if it be proved that such illness has

been brought on by his own immoral conduct, he shall forfeit his claim to benefit until again employed.

8. Should any member entitled to benefit neglect to attend personally at the proper time and place appointed for paying the same, he shall receive none until the following pay-day, unless he can satisfy the office-bearers that the omission was accidental or unavoidable. This rule to be strictly adhered to.

9. Members traveling in search of employment may receive in country districts the benefit due to them, though not on the regular finance meeting night, provided the sum be not more than one week's aliment, and more than this cannot be granted.

10. Any member refusing, while in receipt of idle benefit, to take employment when sent for or offered the same, shall forfeit his benefit during such idleness and pay back the amount received from date of refusal, unless a satisfactory reason be offered and accepted to justify such refusal.

11. On a member's first pay in any shop he shall inform the delegate of the rate at which he is paid, or if pay-lines are in use, give it to the delegate, who shall read it to the members the first lawful day thereafter. Any member leaving a shop on own accord, on again obtaining employment, and leaving at the first pay dissatisfied with the rate of wages received, on the approval of the shop and district committee he will be entitled to idle benefit, providing his class of card is such that he would receive benefit if paid off for want of work. Under the same conditions, those commencing work while in receipt of idle benefit, and leaving at the first pay, will be entitled to have it continued.

28.—*Suspension benefit.*

A member working in any shop and being suspended shall receive suspension benefit after he has been idle three days in succession. But should he start in any other shop before the expiry of three days, he shall be entitled to idle benefit for the one or two days idle, if otherwise entitled; and no member or members can receive suspension benefit twice within one month.

GENERAL RULES.

29.—*Renewal of card.*

1. Any member idle twelve calendar months consecutively from the date of his last being discharged from employment, or leaving through ill health or from any other cause, and desirous of maintaining his connection with this association, may obtain a renewal of his card by the payment of 1s. and signing his name in the income book of the district in which he may be at the time. But should he be in any part of the United Kingdom outside the boundary of any district of this association, he must authorize some person to sign on his behalf.

2. By complying with the above he will retain his claim to funeral benefit, although his levies have not been paid. Should he fail to renew his card within the time specified, he shall have no claim on any of the benefits of this association.

3. It must be distinctly understood that members who thus obtain a renewal of their card, and continue idle for a longer period than twelve months, will then be entitled to pay as retired members, subject to the condition of Rule XX, and a proportionate sum must in all cases be charged for those over twelve months idle.

30.—*Payment of dues.*

1. The only exemptions members have from payment of dues are general holidays, district excursions, fast-days, suspensions from want of work, illness not brought on by themselves, and death of near relations. In the case of shop excursions or members taking holidays on their own account, also those serving on delegation or in any other capacity for which they are paid from the society's funds, they will require to pay dues as if engaged at their usual employment. Any member who works more than three hours in any one day shall pay dues for that day, and no aliment can be paid for that day.

2. At the new year and midsummer holiday seasons, when the number of holidays have been previously arranged by the shop, or by notices from the employers, acquiesced in by the majority of those employed, those failing to start work at the date agreed on, unless prevented doing so by order of the employers or their representative, will be considered idle on own accord, and entitled to pay dues as if working.

3. That dues must be paid each fortnight, at the time and place agreed upon by the shop. Any member failing in this will be fined 6d. for each offense; and any member not paying his dues, debt, or levies, according to rule, will, at the end of fourth week, forfeit his claim to aliment, and will require to work six weeks after said arrears are paid up in full, to establish his claim for benefits.

31.—*Loans from the funds.*

1. No portion of the funds shall be lent to members or applied otherwise (with this exception)—that members traveling the country in search of work, if not on alimeut, shall be entitled at each branch or sub-branch to the sum of 1s. in loan, or, if going to a job, up to 10s. on a clear card; but as no higher sum than 10s. can go on any card, no district shall ever, under any conditions, pay more to one member, or give passage money or relief or advanced alimeut if there be 10s. of debt already on his card. Any office-bearer laying out moneys contravening these rules shall be fined for the first offense 2s. 6d.; for the second, 5s.; and for the third, be expelled from office.

2. If it is found that any loan has been obtained on false pretenses by any member and not applied to the purpose for which it was granted, it must be refunded, with a penalty equal in amount to the sum received on loan.

32.—*Debt.*

1. Whatever debt a member may bring on his card, from one district to another, must be discharged, per rule, no matter what excuse or pretense he may urge to the contrary.

2. Those in debt to the association, whether in entry-money, dues, levies, lent cash, fines, &c., shall pay, while working, 3s. per fortnight, exclusive of the ordinary contributions, or a proportionate sum for any time wrought. And any member who allows himself to run more than four weeks, of money, in arrears of the above rate shall have his Idle Benefit suspended for six weeks; and if the full arrears are not paid up on the eighth week, he shall then be excluded from membership.

3. Those working upwards of 4 miles from the district town, and not having the convenience of a delegate, shall receive notice on the sixth week, and be excluded on the eighth if the arrears are not all paid up.

33.—*District meetings.*

1. That general meetings be held monthly, or oftener as required, in each district, to transact business and to give information to the members.

2. That members may attend the general meetings of any district, but they can only exercise the privilege of voting in that where they are or were last employed, or drawing idle benefit.

3. Office-bearers absent from a meeting at the hour for which it was convened shall be fined in the sum of 3d.; and 6d. if absent altogether, unless they have forwarded a satisfactory excuse to the meeting. Should it be considered necessary, in order to secure a good attendance at district general meetings, they shall have power to fine members 2d. failing to attend, such fines to go into the funds of the association. An intimation to the delegate to be held as summoning all members in his shop.

4. Any member insulting an office-bearer in or for the discharge of his duty shall be fined from 1s. to 5s. according to the nature of the offense. The same penalty shall be inflicted upon any member who shall annoy an office-bearer with society business either during working hours or at any unreasonable time.

34.—*Appeals by members or districts.*

1. Should any member or members feel aggrieved by the decision of a general meeting, or have any complaint to make against any office-bearer or member, he may appeal to the district by lodging 2s. 6d. and sending in a written statement of his case to the president within one week, who shall instruct the secretary to draw up the opposite view, both statements, when completed, to be laid before the district committee, and afterwards submitted to the general meeting immediately following, the members of the district receiving special notice that the case is to be considered at said meeting; and failing to receive satisfaction the written statements, as laid before the general meeting, shall immediately be forwarded to the executive council, whose decision shall be final. If the case is decided against the member, or not proceeded with by him, the money lodged on appealing will be forfeited.

2. Should the committee of a district object to the decision of a general meeting, they can appeal to the executive by giving notice then, or at the meeting immediately following, of their intention to do so, and any district feeling dissatisfied with the decision of the executive council in a disputed case shall have the right of appeal through the executive council to the members of the trade against such decision, provided that the resolution to do so has been agreed to by not less than two-thirds of the votes of those present at the general meeting specially summoned to consider the question.

3. The executive, in submitting any appeal to the trade, shall have the right, if they consider it necessary, to issue along with it their reasons for arriving at the decision in dispute; but the district protesting will only be allowed to appeal, after complying with the decision appealed against, and no district shall have the power to vote in justification of their own appeal.

4. Any member or members wishing a special meeting called must give notice to the president of the district. Should he refuse to call the meeting the members shall then draw up a requisition, which must be signed by twenty clear members, and on being forwarded to the president he shall then be obliged to summon a meeting at the earliest opportunity. In country shops a majority of the clear members will be sufficient to sign the requisition. Should the majority of those present at said meeting consider it was uncalled for, those signing the requisition shall be liable in a penalty of 10s., to go into the general fund to defray the expenses incurred, and any member failing to attend such meeting held at his request shall be fined in the sum of 1s.

35.—*Regulations for piece-work.*

1. No member or members shall be allowed, either directly or indirectly, to encourage the establishment of piece-work; but where it has already been established, they shall, by every legitimate means, endeavor to have it abolished.

2. Any member employed by the day and ordered to go on by the piece, must oppose such order as far as lies in his power; should he require to leave his employment or be discharged through this cause, he shall receive benefit if otherwise entitled.

3. Members commencing to work by the piece, and finding, after a fair trial, the price given will not enable them to earn an average day's pay, will receive benefit if leaving on this account, with the sanction of the shop or committee should they be otherwise entitled; but any member commencing afterwards to said job at the same price shall not be entitled to benefit, although leaving on account of it being underpaid.

4. The members employed in piece-work shops shall draw up a code of by-laws for the regulation of prices, a copy of which must be left with the secretary of the district for reference in cases of a reduction in prices or any dispute about the quantity of work done; and any alteration in prices, either in the form of an advance or reduction, must be promptly reported to him.

5. Members working by the piece and commencing on a new job are strictly enjoined to have the price fixed within three days after commencing; and, failing to obtain a satisfactory agreement within that time, will receive benefit on leaving if otherwise entitled to it.

6. Members are strictly enjoined to dispense with the employment of boys as assistants altogether.

36.—*Shop disputes—strikes.*

1. When a grievance occurs in any shop the members employed there shall endeavor to get it adjusted by sending a deputation to their employer, or his representative, and report the case to the first committee or general meeting, which shall confer with the executive council and take such steps as they may consider necessary, in conformity with the rules, to have the grievance settled; but it must be distinctly understood that in no case will members be allowed to leave a shop, or have any claim for idle benefit, until they have obtained the consent of the executive council. But where a district, by three-fourths of a majority of those working in that district, decide to strike, they can do so if the council's decision be adverse to them.

2. No strike shall take place in any district without the knowledge and advice of the executive council, who may be made fully aware of the question in dispute, and the steps taken to bring it to an amicable arrangement; also how far the members of the district are in favor of a strike being resorted to.

3. Any member of this association who shall take employment in any shop where a grievance exists shall be fined in 10s., unless he has the sanction of the District committee or general meeting. Should any member endeavor to obtain the situation of a member on strike, either directly or indirectly, he shall be liable to be expelled.

4. Should it be found necessary to take a member who may not be clear out of a shop in resisting a reduction of wages, or any object which may be considered inimical to the interests of the trade, the committee and shop, with the concurrence of the general meeting, shall be empowered to deal with him as the circumstances warrant. And should any clear member be discharged, and can prove that it was on account of his connection with this association, or for taking an active part in its affairs, he shall be entitled to full alimant.

37.—*Various penalties.*

1. Members will receive their cards free of expense; but if they destroy or deface them willfully, with the intention of defrauding the association, they shall be fined £1. A member losing a card entitling him to benefit shall be fined in the sum of 5s., which will be deducted from the next payment of idle benefit, or, if working, to be paid as debt. For losing an own-accord card he shall be fined 2s. 6d.

2. Members traveling with two cards shall be expelled the association.

3. Members losing their discharge lines will be fined 1s.; and if found guilty of altering or defacing a line with the object of defrauding the association, they shall be fined in the sum of 5s.

4. If any member leaves a shop of his own accord, and return to or solicit employment in the same shop within two weeks thereafter, unless through the promise of an advance of wages or by being forced back to work a warning, he shall be fined in the sum of 5s.

5. Members of this association, previous to commencing work in any shop, must inquire at the district secretary or shop delegate if any grievance exists, and failing to make such inquiry he shall be fined in the sum of 2s.

6. Any member commencing work in a shop within the same district where he was last employed, and failing to produce a line from the delegate of the shop, shall not be recognized as a member until he produces his line or card, and in addition will be fined in a sum not exceeding 2s. 6d., unless he can give a satisfactory reason for the omission.

7. Any member leaving one district and going to another shall not be recognized as such until he produces his card; failing in this he shall be subjected to a fine of 2s. 6d., unless a satisfactory reason be given. Secretaries are enjoined to forward cards within thirty-six hours after application is received, or give a satisfactory reason why they are not forwarded; failing in this, they shall incur a penalty of 2s. 6d.

8. Any member failing to attend a summons duly authorized by the president shall be fined, for the first offense, 6d.; for the second, 1s.; and for the third, 1s. 6d. The president shall then report the case to the district committee, who shall deal with it as circumstances warrant. The president shall be fined in the same sums should he neglect to enforce these penalties.

9. Legal proceedings shall be instituted against any member or members who may defraud or attempt to impose on the funds of the association.

38.—*Mode of voting.*

In order to ascertain the votes of the members on any question to be decided by the trade, the executive council shall issue, or cause to be issued, shop voting papers, which shall specify the subject to be voted upon, and the date within which they are returnable to the central; and, on these being returned, the executive shall take such means as they may consider most advisable to scrutinize the voting papers, audit the votes, and report the result, which will be held conclusive in deciding the question at issue. District secretaries are instructed to note the number of votes for and against the question recorded in their district previous to returning their papers to the central office; and, in order to secure an accurate return, it must be distinctly understood by shop delegates that in all cases their voting papers must be returned direct to their respective district secretaries; otherwise they will not be entertained.

39.—*No engagements.*

That no member of this association shall enter into any engagement, either directly or indirectly, for any given time longer than from pay to pay.

40.—*Members to purchase articles.*

That every member is bound to purchase a copy of these rules, for which he shall pay the current price, so that none may plead ignorant of their contents.

41.—*Members serving in the reserve forces.*

1. Members in the reserve forces will cease to have any claim upon this society or any of its benefits while on active service at home or abroad, but upon being disbanded—provided such service does not exceed five years—they may resume their connection by applying within three months afterwards, when, upon production of a certificate of health, if such is required, and paying 5s. for each year or part of a year they may have been engaged on such service, and by working six weeks, after clearing

which they will be entitled to all the benefits to which they had a claim prior to such service; but the time so engaged will not be reckoned towards superannuation benefit.

2. Those more than five years on service will be re-entered on payment of £2, and £1 for former membership, if such is claimed.

3. Members drawn up to serve in the militia while in receipt of idle benefit cannot claim benefit while in the militia, and they, on going to so serve, must leave their card with the president or office-bearers. Any failing in this will be fined in 10s., and any member being imprisoned while in receipt of any benefits, said benefit ceases from the date of his imprisonment.

42.—*Propositions to alter rules.*

1. Any propositions to suspend, add to, or amend any of the foregoing rules must be sanctioned by a general meeting of the district from which they emanate, especially summoned for that purpose, and lie in central till the end of September in each year, when they will be published in the first monthly report thereafter. Any amendments to these propositions must be sent in and published in the following report, and a vote of the members taken, when the majority of those voting will decide the question.

2. The executive shall have power to propose or suggest any alteration in the working of this association which they may consider beneficial to its interests, and issue such proposition or suggestion to be voted on without requiring the consent of the districts, or waiting till the month specified for district propositions or amendments.

43.—*The association not to be dissolved.*

That this association cannot be dissolved, nor its funds alienated from the purpose for which they were originally collected, so long as one hundred members adhere to the constitution of this association.

APPENDIX.

LIST OF FINES.

Rule 1.

	<i>s.</i>	<i>d.</i>
Clause 5.—Members not attending executive regularly	5	0
5.—Member of executive resigning without leave.....	5	0
12.—Member being late for executive	0	6

Rule 6.

3.—Refusing to act when appointed to office.....	2	6
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Rule 7.

3.—Disturbing meetings	2	0
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Rule 9.

2.—District secretary failing to send report into central within six days	1	0
5.—Secretary screening delinquents	1s. to 5	0

Rule 12.

2.—Delegates failing to lift a line or card.....	1	0
2.—Member failing to send his card to district secretary when starting in a shop with no delegate	1	0
2.—Member upholding dues	2	6
4.—Delegate failing to fill up a line properly	1	0
4.—Member lifting a line not properly filled up	1	0
6.—Delegate not handing over to district secretary the line or card of a member starting in his shop.....	1	0
6.—Delegate not handing over members' contributions at the appointed time and place	5	0

Rule 17.

Clause 5.—Member attesting a false schedule.....	10s. to	<i>s. d.</i> 20 0
6.—Breaking apprenticeship, first shift, 5s.; every other		2 6

Rule 30.

3.—Not paying dues at the appointed time and place.	0 6
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Rule 31.

1.—Office-bearers giving loans when 10s. is already on card :	
First offense	2 6
Second offense	5 0
Third offense, expelled from office.....	
2.—Obtaining loan falsely, fined in an equal sum to that so obtained.	

Rule 33.

3.—Office-bearers being late for meetings.....	0 3
3.—Office-bearers being absent from meetings.....	0 6
3.—Members failing to attend general meeting	0 2
4.—Members insulting or annoying office-bearers.....	1s. to 5 0

Rule 34.

4.—Signing requisition for meeting which is considered uncalled for	10 0
4.—Member failing to attend a meeting summoned at his request	1 0

Rule 36.

5.—Starting in a shop when there is a grievance	10 0
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Rule 37.

1.—Willfully defacing a card.....	20 0
1.—Losing an alimant card	5 0
1.—Losing an own-accord card	2 6
3.—Losing or willfully defacing a line.....	1s. and 5 0
4.—Returninh to a shop within two weeks.....	5 0
5.—Starting to work without making inquiry at delegate or district secretary	2 0
6.—Not producing a line when starting in same district as last employed	2 6
7.—Not producing a card when leaving one district and starting in another district.....	2 6
7.—Secretary failing to forward a card in thirty-six hours.	2 6
8.—Failing to attend a summons from president, for the first 6d.; second, 1s.; third	1 6
8.—President failing to enforce fines in this clause, to be subjected to the same amounts.	

Rule 41.

3.—Members going to militia to leave card, or for failure in this.	10 0
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SCALE OF OFFICE-BEARERS' SALARIES.

President, treasurer, and check steward.

Number of members.	Amount per quarter.	Number of members.	Amount per quarter.
50 and under.....	£0 12 6	280.....	£1 2 1
60.....	0 12 11	290.....	1 2 6
70.....	0 13 4	300.....	1 2 11
80.....	0 13 9	310.....	1 3 4
90.....	0 14 2	320.....	1 3 9
100.....	0 14 7	330.....	1 4 2
110.....	0 15 0	340.....	1 4 7
120.....	0 15 5	350.....	1 5 0
130.....	0 15 10	360.....	1 5 5
140.....	0 16 3	370.....	1 5 10
150.....	0 16 8	380.....	1 6 3
160.....	0 17 1	390.....	1 6 8
170.....	0 17 6	400.....	1 7 1
180.....	0 17 11	410.....	1 7 6
190.....	0 18 4	420.....	1 7 11
200.....	0 18 9	430.....	1 8 4
210.....	0 19 2	440.....	1 8 9
220.....	0 19 7	450.....	1 9 2
230.....	1 0 0	460.....	1 9 7
240.....	1 0 5	470.....	1 10 0
250.....	1 0 10	480.....	1 10 5
260.....	1 1 3	490.....	1 10 10
270.....	1 1 8	500.....	1 11 3

Secretary's salary.

Number of members.	Amount per quarter.	Number of members.	Amount per quarter.
50 and under.....	£1 0 0	280.....	£1 19 2
60.....	1 0 10	290.....	2 0 0
70.....	1 1 8	300.....	2 0 10
80.....	1 2 6	310.....	2 1 8
90.....	1 3 4	320.....	2 2 6
100.....	1 4 2	330.....	2 3 4
110.....	1 5 0	340.....	2 4 2
120.....	1 5 10	350.....	2 5 0
130.....	1 6 8	360.....	2 5 10
140.....	1 7 6	370.....	2 6 8
150.....	1 8 4	380.....	2 7 6
160.....	1 9 2	390.....	2 8 4
170.....	1 10 0	400.....	2 9 2
180.....	1 10 10	410.....	2 10 0
190.....	1 11 8	420.....	2 10 10
200.....	1 12 6	430.....	2 11 8
210.....	1 13 4	440.....	2 12 6
220.....	1 14 2	450.....	2 13 4
230.....	1 15 0	460.....	2 14 2
240.....	1 15 10	470.....	2 15 0
250.....	1 16 8	480.....	2 15 10
260.....	1 17 6	490.....	2 16 8
270.....	1 18 4	500.....	2 17 6

NOTE.—District secretaries are allowed ($\frac{1}{4}$ d.) extra for every member in their district who is working 4 miles from the center of the district than the above rates; and where the number is over 500 members, the same proportionate rate is allowed.

District secretary requiring assistance for the work of his district must pay for each assistance.

Auditors' salary.

Number of members.	Amount per half year.	Number of members.	Amount per half year.
100 and under.....	£0 4 0	320.....	£0 8 7
120.....	0 4 5	340.....	0 9 0
140.....	0 4 10	360.....	0 9 5
160.....	0 5 3	380.....	0 9 10
180.....	0 5 8	400.....	0 10 3
200.....	0 6 1	420.....	0 10 8
220.....	0 6 6	440.....	0 11 1
240.....	0 6 11	460.....	0 11 6
260.....	0 7 4	480.....	0 11 11
280.....	0 7 9	500.....	0 12 4
300.....	0 8 2		

NOTE.—Where the membership is over 500, a proportionate rate is allowed, and the above rates are payable to each auditor, the average being taken from the working and idle membership of the district for the six months previous, and paid at the end of each quarter.

Books to be audited.

Secretary's income and outlay, and roll-book.

Check stewards' income and outlay book.

Also, idle alimient roll.

Treasurer's income and outlay.

Also, manuscript of monthly report.

Central auditors' salary, 1s. each, monthly.

DISTRICT COMMITTEE. (See rule 13, clause 3.)

Districts with 100 members and under shall have 4 of a committee.

Districts above 100 members and under 200 shall have 5 of a committee.

Districts above 200 members and under 400 shall have 6 of a committee.

Salary, 6d. each for every meeting attended.

FINANCE COMMITTEE. (See rule 6, clause 2.)

Districts where such is needful the payments are : Not exceeding 300 members, 6d. ; above 300 and not over 400, 9d. ; and for all above 400, 1s.

NOTE.—These payments for every meeting attended.

CENTRAL FINANCE. (See rule 3, clause 1.)

Payment, 1s. each for every meeting attended, and meets fortnightly.

Executive council (see rule 1, clause 12) meets every Wednesday at 7.30 p. m. One shilling each for every meeting attended.

8. RULES AND REGULATIONS TO BE OBSERVED AND STRICTLY ENFORCED BY THE UNITED SOCIETY OF BOILER-MAKERS AND IRON-SHIP BUILDERS.

[Registered pursuant to trades-union act 1871. Instituted August 20, 1834. Revised July, 1880.]

PREFACE.

The United Society of Boiler-makers and Iron-ship Builders is instituted for the support of its members when thrown out of employment, the relief of their sick, the maintenance of their aged members, the burial of their dead, and for other benevolent purposes.

It is no part of the object of this society to act as a rival to the many "benefit societies" which are composed of separate and distinct classes of men, but rather to combine all that is good in these, and apply it not only for the relief of the sick, but also to all the emergencies which usually attend trade. It is our object, therefore, to provide against a train of evils of the most serious magnitude, which evils, when they arise from any cause except sickness, are not provided against by the ordinary benefit societies.

It is believed that union, for the purpose of mutual relief and help, may be made productive of high moral ends—it will foster the habit of providing for the future. It is a lamentable fact that few among the working classes are provident enough to save out of their hard earnings a sufficiency to meet the demands of nature for even a few weeks when out of employment; and when they have families depending upon them the consequences are grave indeed. It is but too often the case, in such circumstances, that the domestic hearth, which should be a man's highest earthly joy, becomes a source of sad anxiety and care. To provide the common necessities of life, to stay the cry of children for bread, the household goods—in which his wife and himself used to take such delight—are, one after another, sacrificed for a tithe of their value; and at length, when all are gone and no credit can be obtained, then comes the heartrending separation of a once happy family, to seek food and shelter in the union workhouse.

To prevent these evils, so far as it may be possible for human forethought to prevent them, is the object of this society and its proposes to attain that object by inviting the members of the herein-mentioned trades to unite and contribute small sums

weekly, which, with economical management, shall be sufficient to afford at least some assistance to those who are occasionally out of employment, and keep the gaunt wolf, hunger, from the door.

And such a society as this, too, properly conducted, will deepen our respect for law and order, for it is obvious that no society can exist without laws, and these laws faithfully maintained.

By maintaining regular correspondence with all parts of the country, with reference to all the circumstances which affect the labor market, it will furnish some valuable lessons in political economy, and enable the members to use the strength which union gives them, without repeating the mistakes which have so often arisen through a limited knowledge and a narrow range of operations.

It will also encourage the principle of good will and brotherly love, as it will be incumbent on all the members of this society who are in employment to use their best endeavors to recommend situations for those who may be out, and at all times to aid and assist them with their best counsel and advice. Acting thus, many of the evils alluded to will be avoided, and when they may occasionally occur, their ill effects, though not entirely prevented, will be greatly alleviated.

RULES.

RULE 1.—*Name and intent of the society.*

1. That this society shall be called "The United Society of Boiler-makers and Iron-ship Builders," and shall consist of an unlimited number of members who are or have been working at the above-named trades, under conditions hereinafter mentioned.

2. The head office of the above-named society shall be at 28 Archbold Terrace, Newcastle-on-Tyne, for the time being. But the votes of the order shall be taken on the advisability of removing the same every three years; and any district wishing to have the seat of government shall send an application to the executive council three months before the time of taking the votes. Notice of removal shall be inserted in the January report previous to its removal in the month of May.

3. The objects of this society are the establishment of a fund for the relief of its members in sickness, with medical and surgical aid, assistance to members out of employment, protection of trade or disputes connected therewith, accidents, old age, for the interment of its deceased members and their wives, and for regulating the relations between workmen and masters.

RULE 2.—*Duties and powers of the executive council.*

1. The society shall be governed by an executive council, consisting of seven members, who shall have been in the society not less than five years, and shall be elected from the branches in the district where the head office is situated. If there are more than seven branches in the district they shall elect members for the executive council alternately.

They shall elect a chairman and treasurer from among their number; the treasurer to receive and pay all moneys connected with the executive council. Five shall form a quorum for the transaction of business. They shall be elected for six months; three to retire at the expiration of each quarter, except the chairman, who shall be eligible for re-election once only. Members retiring shall not be again elected for the space of twelve months.

Should any member of the executive council misconduct himself, he shall be reported to his lodge, who shall remove him, or inflict a fine not exceeding £5, as they think proper.

2. The executive council may determine anything whereon the rules are silent, and fine any member not exceeding £5 for the violation of them where there is no specified fine, and shall have power to make an order upon any branch for moneys to discharge any bill or debts contracted by or on account of the society; and shall have full power to cause one branch to remit to another branch, from time to time, whatever sum of money they may deem necessary to meet the expenditure of such branch. They shall have the power to order a branch to withdraw its funds from any bank.

3. They shall have power to open new branches or close existing ones if need be, but in cases of expelling a branch, that shall be decided by a vote of the members only, except where branches refuse to remit moneys, when they shall be empowered to suspend such branch until the votes of the order have been taken as to the advisability of expelling them. Or the executive council can, by legal process, recover such moneys; or they may send a deputation to any branch refusing to comply, and take possession of all that belongs to the society. And when in possession of the branch books, moneys, and papers they shall summon a general meeting of the branch and discuss the matter in dispute; and if the officers and a few members only

are in fault, they may be removed or expelled, and new ones appointed. The executive council shall exercise full control over the funds of the society in strict accordance with rule.

4. They shall have power to appoint district auditors for large districts, or any special auditors to examine any branch books whenever they consider it necessary. District committees to nominate the auditors for council's approval; their pay to be 10d. per hour. They shall institute legal proceedings against all officers or members who may in any way defraud the society, and against trustees who may refuse to sign and deliver up to any person appointed by the executive council to receive the same all checks or other documents which may have been intrusted to their care or which require their signature, and shall have the conduct of all legal proceedings by and on behalf of or against the society or trustees thereof. They shall also have the power to hear and decide cases of appeal from branches or members; and should any branches or members who have appealed, or have been appealed against, refuse to be bound by the executive council's decision, they, the executive council, may take any steps they think proper to enforce the same. The executive council may submit any question they think fit to the society (when not dealt with in these rules) to be voted upon, when the majority of votes shall be final. Any branch who may feel aggrieved by the council's decision shall have power to appeal to the order by circular, and should the question be decided against the council, the expenses of the printing and postage to be defrayed from the general fund.

5. The executive council shall cause the general secretary to publish a monthly report showing the state of trade throughout the society, also a return of the number of votes upon any subject they may call for from the branches, and insert any matter of interest they may think proper, except otherwise provided for in these rules. An abstract of the accounts of each branch and district committee shall be issued within six weeks after the close of each quarter. They shall also publish an annual report within three months of the close of the year, which shall contain the branch accounts and detailed items of income and expenditure. Each member to pay 4d. for the same. If not paid for within three months after their arrival, the same to be deducted from the first payment and separately accounted for in the lodge books. The recognized quarters shall be from the 1st of January to the 31st March, from the 1st of April to the 30th of June, from the 1st of July to the 30th of September, and from the 1st of October to the 31st of December.

6. The executive council shall give instructions to the general secretary respecting his duties, and shall have power to appoint an assistant in the office when either the secretary or the assistant are absent, providing they consider that such is necessary. And when the general secretary is absent from the office on the society's business, they shall have power to fill the vacancy. They shall attend at all times when their services are required to transact the society's business. They shall supply all branches and district committees with books and contribution cards that may be required.

7. Two auditors shall be chosen from each lodge alternately in the district where the executive council meets. The lodge that has to appoint auditors shall receive notice from the general secretary fourteen days previous to the quarter, and each auditor to receive 3s for such duty; also the chairman who shall be in attendance. The accounts shall be published in the monthly report.

8. The executive council shall not hold or be nominated for any other office while acting in their present capacity. No foreman shall sit as a member of the executive council.

9. The executive council shall receive 6d. per hour for their services, and the council's treasurer shall receive an additional sum of 10s. per quarter as salary. In the event of the members residing 3 miles from the general office they shall receive third-class return fares. Any member being compelled to lose time to attend council meeting shall receive 9d. per hour. Members of the executive council shall be fined 2s. each for non-attendance at a council meeting, unless a satisfactory apology be given.

RULE 3.—*Election of general council.*

1. There shall be a general council elected, consisting of 21 members (exclusive of the general secretary, who shall attend all meetings). One shall be elected by the executive council from amongst themselves, and the remainder by the society. The whole of the society shall be divided into districts for their election. These districts shall be subject to re-arrangement by the executive council, if required, such arrangements to be made three months previous to the elections, and to appear in the October monthly report.

2. The votes of the order shall be taken on the advisability of holding a general council meeting five years after these rules come in force. The votes shall be taken at least four months previous to June. Should the society decide that no meeting shall take place, the votes shall be taken annually until such meeting is considered

necessary. No candidate for the general council shall be nominated until the society has decided to hold the meeting. The meeting shall be held in the town where the general office is situated. If twenty branches of the society, by resolutions adopted at special summons meetings held within a month of each other, agree to ask the order to sanction a general council meeting, the same shall be submitted to the order, and the reasons for so doing, through the monthly report, or by circular if convenient, to the executive council, and the votes taken thereon. The executive council may also have the power to take the votes of the members on the advisability of calling the general council together.

3. They shall elect their own chairman, and shall hear and determine all matters that may have been reserved for their decision or consideration by the executive council, when their decision shall be final. They shall have the power to abrogate or set aside the decision of the executive council in all cases that may be submitted to them. All suggestions for alterations or additions to the rules must be submitted for their consideration and receive their sanction before being submitted to the votes of the members, unless as provided for in rule 48. No general council meeting shall have the power to abrogate any of the principles of this society, viz, donation, sick, funeral, accident, superannuation, unless by consent of three-fourths of the members, who must register their votes accordingly.

4. Every general councilman must remain at the meeting until the business is concluded. He shall not be allowed to absent himself unless a satisfactory reason be assigned at the meeting.

5. All propositions involving an alteration of the rules shall be issued to the members as soon as possible after the close of the general council meeting, when the same shall be voted upon by the members at specially summoned meetings to be held as soon as practicable.

6. Each branch may nominate a candidate, who must have been five years in the society, and not more than eight weeks in arrears. His name and address shall be immediately sent to the general secretary, to be submitted to the votes of the members in their respective districts. Those having the greater number of votes shall be duly elected; and should a vacancy occur it shall be filled by the next highest candidate on the list of the previous election.

RULE 4.—Election of general secretary and his duties.

1. The general secretary shall be elected by the society every five years (or oftener, if required). He shall devote the whole of his time to the society's business. He shall conduct all correspondence, and transact the society's business in such a way and manner as the executive council directs. He shall not write any letter, circular, or other document, or take part in any meeting, to oppose the actions of the executive council, or in any way whatever act in opposition to their wishes, but shall at all times uphold their authority and carry out their instructions. His office hours shall be from 9 a. m. to 6 p. m. three days of the week, and from 9 a. m. to 5 p. m. two days of the week, when the executive council meets, and 1 o'clock on Saturdays.

2. Any member who has not been less than seven years in the society, and not under thirty years of age, shall have the privilege of making application for the situation of general secretary, accompanied with testimonials of character and ability. He must be a member who has a full knowledge of the society and be fully competent to correspond with all the branches and give instructions upon any particular subject that may be referred to. He shall take a copy of all important letters sent to the various branches and read all letters received and copies of answers to the executive council.

3. He shall keep all books, accounts, documents, and papers belonging to the office in such manner as the executive council directs; also a general registration-book in which the names of all the members of the society shall be entered, with their registered numbers, stating when and where admitted or readmitted, age, branch of trade they profess, married or single, as the case may be. He shall attend all meetings of the executive council when at home and produce all books, accounts, and papers belonging to his office to the auditors, and fulfill all the duties specified in rule 2, section 5. The general secretary shall be entitled to fourteen days' holiday in each year.

4. The general secretary is hereby authorized, in conformity with the 9th section of the 34th and 35th Vic., chap. 31, to bring or defend, or cause to be brought or defended, any action, suit, prosecution, or complaint in any court of law or equity, touching or concerning the property, right, or claim to property of this society; but all actions of the general secretary may be set aside by the vote of the executive council.

5. For such services the general secretary shall receive £3 per week, with house, coals, and gas, with an allowance of £10 per annum for office-cleaning; and any member, on being appointed general secretary, shall be paid the expenses attending the removal of himself, family, and furniture from the place in which he resides to

the place in which the general office is situated. In cases of neglect of duty or violation of the rule, he shall, for the first offence, be fined £1; for the second offence £5, and for the third offence be removed from office.

RULE 5.—*Assistant secretary.*

1. There shall be an assistant secretary, whose time shall be employed at the general office, in order to render assistance to the corresponding secretary. The assistant secretary shall be a member of the society, and shall be one who has a full knowledge of the society and is fully competent to conduct all business assigned to him by the corresponding secretary or the rules, and shall hold office for four years and be eligible for re-election.

2. Any member who has not been less than five years in the society, and not under thirty years of age, shall have the privilege of making application, in his own handwriting, for the situation of assistant secretary, accompanied with testimonials of character and ability. The executive council, after making all necessary inquiries respecting the applicants, shall select the five most suitable for the situation, and submit their names and testimonials for the votes of the order. The two candidates receiving the highest number of votes shall be placed before the order again, unless one candidate has an absolute majority over all the rest.

3. In the event of a member being elected to the office of assistant secretary, the expenses of removal of himself and family to the town where the general office is situated shall be paid from the general fund, such expenses to be subject to the approval of the executive council.

4. The hours of attendance of the assistant secretary at the general office shall be the same as those of the corresponding secretary.

5. The assistant secretary shall be subject to the control of the corresponding secretary, and in the event of any disagreement taking place between the corresponding secretary and his assistant, such grievance shall be submitted to the executive council, whose decision shall be final.

In cases of neglect of duty or violation of rule, he shall, for the first offence, be fined £1, for the second £5, and for the third be removed from office.

6. The assistant secretary shall be at liberty to attend the meetings of the executive council, but shall take no part in its proceedings except in the absence of the corresponding secretary, in which case he shall take his place. He shall be allowed fourteen days' holiday per annum. His salary to be £2 per week.

RULE 6.—*Districts and district committees.*

1. Where there are more branches than two, a local district committee may be appointed. (This is quite distinct from the general districts.) The committee shall be composed of seven members only. Where there are more than seven lodges in the district, they shall elect representatives alternately; but where there are less than seven lodges they must elect representatives in proportion to their number of members, as the district committee must be composed of not less than seven members. No district shall be formed without the sanction of the executive council, nor extend more than a radius of 14 miles.

2. The district committeemen shall be elected annually, on the night when the branch officers are appointed, the majority and minority retiring in rotation on alternate half-yearly nights, subject to re-election. Each branch shall have control over its own member or members, and be able to remove him or them if dissatisfied with their conduct.

3. In case of any local question arising in which the executive council are of opinion that they cannot deal with it for want of information, or any appeal from lodges or members being forwarded to the executive council, and they think it advisable for the district committee to deal with the case, the executive council shall have the power to submit the same to the district committees, and their decision to be final as far as the executive council are concerned; but the executive council shall have the power to allow an appeal to the order. The powers of the district committee shall not in any way apply where the society's funds are concerned.

4. The members of this committee shall be allowed the sum of 6d. per hour each for their services; but in the event of the place of meeting being 3 miles or upwards from their residence they shall receive third-class return fare where available. Any member being compelled to lose time to attend a district committee meeting shall receive 9d. per hour for such time. The district secretary shall receive the sum of 15s. and the treasurer 5s. per quarter as a salary where there is a district delegate, but only one-half these amounts where there is not.

5. They shall appoint a president, secretary, and treasurer from their own body. The secretary to be appointed every twelve months. The secretary will summon to-

gether the committee only when the executive council may deem it necessary. Members neglecting to attend shall be fined 1s., unless satisfactory reason of absence be given.

6. The secretary shall, at the conclusion of each meeting of the district committee, report to the executive council the whole of the business done thereat, with the name of each branch represented. They shall have power to make an order upon the branches in the district for moneys, in proportion to their members, to defray the legitimate expenses. They shall send to the executive council a balance-sheet of the income and expenditure each quarter, within fourteen days of the close thereof; also a compiled yearly detailed account within twenty-eight days, or the secretary shall be fined the sum of 5s. The district auditors shall audit the committee's accounts quarterly.

RULE 7.—*District delegates.*

1. The branches composing any district may apply to the executive council for the appointment of a delegate, but must state fully, in writing, the grounds of their application; and if, after examination, the executive council consider it would be to the society's interest to grant the same, they shall place the application before the order in the monthly report to be voted upon; and if the majority of the votes are favorable to it, the office shall be put for competition; and any member who shall have been not less than five years in the society, and not more than one month in arrears, shall have the privilege of making application for the situation, accompanied by testimonials of character and ability. Any member, on being appointed district delegate, shall be paid the expenses attending the removal of himself, family, and furniture from the place he resides to the district he is appointed. Three months previous to the expiration of their term of office the society shall have the power to decide by vote whether their services are any longer required.

2. The district delegates must have a thorough knowledge of the society's rules; they must not be partners or owners of either a boiler-shop or any business connected with the trade, or beer-house, or public-house, nor any interest, direct or indirect therein. They shall devote the whole of their time to the society's business, and be under the control of the district committee, if there is one, and both committee and delegate shall be under the supervision of the executive council. They shall conduct the society's business in such a way and manner as the executive council may direct. They shall not write any letter, circular, or other document, or take part in any meeting to oppose the actions of the executive council, or in any way whatever act in opposition to their wishes, but shall at all times uphold their authority and carry out their instructions. The executive council shall have power to send them on missions out of their district. They shall attend district committee meetings when requested to do so, and be paid the same as committeemen, in addition to their salary.

3. Any district delegate not disentitled to benefit, in accordance with rule 24, when visited by sickness or lameness, not occasioned by drunkenness, disorderly or improper conduct, his salary shall be reduced one-half, which he shall receive for one month; and should his illness continue for a longer period he must then come under rule 24, and receive benefit accordingly. He must send the usual notes to the lodge he belongs to, as provided for in rule 24, and also send a note to the district secretary each week, informing him of the state of his health.

4. The district delegate's salary shall be £2 12s. per week, and be paid by the district treasurer. If he does not act in conformity to the instructions laid down in this rule, the executive council shall have power to fine him the sum of £1 for the first offense; £5 for the second; and remove him from office for the third.

5. The district delegate shall be elected every two years, or oftener if required; the retiring delegate shall be eligible for re-election. No delegate who has been removed from office shall be nominated for any such situation until two years has elapsed from the time of his removal.

RULE 8.—*Number of officers for each branch.*

1. The number of officers for each branch shall be as follows: Branches not having more than 20 members to have 6 officers, viz, president, secretary, treasurer, steward, and two guardians. Branches having over 20 members, and not more than 100, 8 officers—president, vice-president, secretary, treasurer, two stewards, and two guardians. Branches having more than 100 members, 8 officers, as the last-named, with an additional assistant secretary if required; and no branch to exceed 300 members.

2. All members being proposed and seconded to fill any office, shall be put to the vote, unless satisfactory reasons can be given to the lodge why they refuse; and any member, when duly elected, refusing to do his duty, shall be fined the sum of 2s. 6d. This clause not to be enforced with past officers, unless they have been more than six months out of office. All members over fifty years of age to be exempt from this clause,

RULE 9.—*President's duties.*

1. The president shall be elected on the first meeting nights in March and September, and when a vice-president is required the same rule shall apply. The president shall attend all lodge meetings, and if not there within fifteen minutes after the time of opening, shall be fined 3*d*. In case of non-attendance during the whole evening, he must send a written apology with his key, or be fined 6*d*., when the vice-president shall preside.

2. The president's business shall be to maintain order, and promote a good feeling and the proper observance of the rules. He shall read all correspondence, &c., in connection with his branch. He shall sign and stamp all cards and clearances, or any other documents after they have passed through the hands of the secretary; and he shall have a casting vote besides his own in all cases of voting when there are even numbers.

3. He shall require a list of members who are more than 12*s*. in arrears, the said list to be read and posted in the lodge room, the first meeting after the quarter, the same to be supplied by the auditors, or be fined 1*s*.; and he shall demand a report on all cases of sick members from the visiting stewards on a club night. He shall make all new members, and ask all necessary questions, in accordance with rule, on the admission of members. He shall see that all fines for violation of rule are inserted in the fine-book, and paid; the book to be delivered to the secretary at the close of business on each meeting night.

4. The president shall enter all moneys received on a lodge night in the cash-book, which shall be signed by the treasurer, and deposited in the box.

5. But in the event of leaving, or being absent from home, he shall hand his stamp to the vice-president, who shall officiate in his absence. Should the president have occasion to leave home for want of employment, or any other just cause, he shall acquaint the secretary of the same, and deliver his key to the vice-president or be fined 1*s*.; and, on the next meeting night, the secretary shall inform the members of the president's absence before any other business done, when the election of a new president shall take place, and the vice-president shall officiate during the election, unless he is nominated, then the secretary shall take the state of the poll, and the member elected shall receive the president's key and stamp.

6. Should the executive council issue any orders to lodges, and if the said orders be not carried into effect by the then serving officers of the lodge, they are to be held responsible for such neglect or refusal to comply with the same, and be subject to any fine, not exceeding £5, the executive council shall think fit would meet the case. But should the secretary of any lodge withhold any correspondence respecting the aforesaid orders, and the same be proved to the satisfaction of the lodge, the secretary alone will be held responsible. Any lodge feeling aggrieved at the decision of the council to have power to appeal to the order through the monthly report.

The president's salary per quarter to be as follows:

In lodges where there are from 1 to 50 members, 2*s*. 6*d*.; 50 to 100 members, 3*s*. 6*d*.; 100 to 150 members, 4*s*. 6*d*.; 150 to 200 members, 5*s*. 6*d*.; 200 to 250 members, 6*s*. 6*d*.; 250 to 300 members, 7*s*. 6*d*.

RULE 10.—*Election of branch secretaries.*

1. That the secretary of each branch shall be elected annually, or oftener, if necessary, on the first meeting night in December. Any one acting as secretary without being elected will be held responsible to the society. He shall have been in the society not less than two years, and not more than six weeks in arrears, before he can be elected to the office, except in new or small branches not exceeding twenty members. He shall not keep either beer-house or public house, and shall attend all general and committee meetings of his branch, and keep correct minutes of the same, which shall be authenticated by the president's signature; read the accounts since the last meeting, and enter all contributions in the books provided for that purpose during meeting hours, or be fined 5*s*. for each neglect; and if fifteen minutes later than the time of meeting he shall be fined 3*d*.; and in case of non-attendance during the whole of the evening, he must send a written apology with his books or be fined 1*s*. He shall also look after the payment of all members on donation, sick, funeral, and superannuations, and enter on his order to the treasurer all items for which the sum is drawn.

2. He shall refer to his contribution-book whenever a member makes a claim for any benefit, as specified in these rules; and before the member's claims are paid, all his arrears shall be deducted, so that all members shall be clear on the books whilst in receipt of the benefits of the society. If he has sufficient reason for believing that any member is imposing on the funds of the society, he shall have the power of withholding such benefits, pending the decision of the branch or the branch committee. He shall not, under any circumstances, draw money from the treasurer for the purpose of paying members. For violation of this section he shall be fined the sum of £1.

3. He shall issue all summonses, and keep all books, accounts, documents, and papers belonging to his branch, in such form as the branch may appoint, and shall conduct such correspondence as belongs to his office, and the same to be read each meeting night. He shall fill up all cards or clearances, insert registered numbers thereon, and attend to the vacant-book under his jurisdiction. He shall summon all general, special, and committee meetings, and shall write to the general secretary within the first six days of each month, or oftener, if men are wanted by the employers in the neighborhood; giving account of the state of trade in his district, and the number of members out of employment, and their branch of trade; also names and registered numbers of those who run out during the month, with the names of all new members made each month, their ages and branch of trade, to be circulated throughout the order; for neglect to be fined 2s. 6d.

4. He shall send in the quarterly accounts of his branch within fourteen days from the end of each quarter (as already provided), with an account of income and expenditure, with names of deceased members and their wives, with their ages and cause of death, or be fined the sum of 5s. At the end of the year he shall send, with his usual quarterly sheet, a separate account of the amount received per member during the past year for sickness, traveling relief, superannuation, and home donation, with the names and numbers of those receiving the same, for the corresponding secretary to issue in the annual report within twenty-eight days from the end of the year, or be fined 10s. And any secretary sending in a fraudulent report by inserting false items of income and expenditure, whereby the real nature of such income and expenditures may not be known, he shall be fined £1 for each offense.

5. Any secretary or officer of this society having to remit money to any branch, or to the executive, shall require the address of the receiving lodge's treasurer, so that the money may be made payable to him; and the secretary of the remitting lodge send a letter to the secretary of the receiving lodge informing him of the sum sent and what it is for, and he to acknowledge the same within seven days, and both secretaries to inform the council of having remitted and having received the same; and in no case shall a secretary receive moneys from members drawing traveling cards, clearances, or otherwise. For the violation of this section he shall be fined the sum of 2s. 6d.

6. Any secretary resigning shall, if possible, give to his branch one month's notice of his intention, when it shall be the president's duty to order him to call a special meeting of the branch to elect another secretary. The auditors must examine the books and accounts to see if they are correct, and the secretary must deliver up all books, accounts, papers, and all other property belonging to the branch in his possession satisfactorily; such books, accounts, papers, and other property shall then be placed in the possession of the newly-elected secretary; but if the secretary leaves without delivering up the books, accounts, papers, and other property, to the satisfaction of the branch, he shall be punished as the executive council may think fit by suspension or fine, not exceeding £5, or be prosecuted according to the trades-union act, and, if guilty, be expelled the society; and in no instance shall he receive his salary until his books have been audited and found correct.

7. That if any secretary be detained from receiving his traveling card by his branch, such branch to pay him donation at home equal to traveling donation, provided the same is proved to the satisfaction of the executive council.

8. All books, accounts, and papers shall be in the care of the secretary (with the exception of the cash-book, bankers' book, and stewards' check-book, which must be kept in the box until required). No officers or members shall be allowed to lend any of the society's funds for any purpose contrary to rule, or for such violation to be fined £1.

9. And should any officer or member knowingly suffer any portion of the society's funds to be used contrary to rule, and not make it known to the executive council within fourteen days after such violation, they shall be compelled to refund the money, with a fine of 10s. each. But should the secretary, officers, committee, and members of a branch jointly agree to the waste of any portion of the funds contrary to rule, they shall refund the money, with a fine of 10s. each, as soon as proved; and should they agree to send in a fraudulent report, so as to deceive the executive and members in general as to the real items of income and expenditure, they shall be fined £2 each, besides refunding the money, and the branch be suspended until all is cleared up to the satisfaction of the members in general.

10. The secretary's salary per year shall be as follows: for 10 members £1 5s., 15 members £1 8s., 20 members £1 13s., 30 members £2 1s., 40 members £2 12s., 55 members £3 6s., 70 members £4, 85 members £4 14s., 100 members £5 5s., 120 members £6, and for all above that number 1s. per member per year, or 3d. per quarter for all members on his books at the end of each quarter. The assistant secretary, where required, not to be paid from the general fund. All secretaries to receive, from one to fifty members, 2s. 6d., and where there are fifty members or more, 5s., in addition to their salary, per year; for one hundred to one hundred and fifty members, 7s. 6d.;

and 6d. for every twenty members above that number, to remunerate secretaries for sending the annual returns to the executive council; the same to be paid after the return is made.

RULE 11.—*The election of referee.*

1. A referee shall be appointed for each branch annually, at a meeting for the election of officers in December, whose address shall be sent to the corresponding secretary within six days after the election. His duties shall consist in answering any communications that may come under his notice consequent upon the neglect of the secretary in not attending to the correspondence connected with his office; and whenever he receives any such communication he shall submit the same to the next meeting of his branch.

RULE 12.—*The trustees.*

1. The executive council shall, during their term of office, be appointed the general trustees of the society, and all moneys subscribed by members shall be held by them in trust for the members generally, and all branch trustees shall be held responsible to the general trustees for the moneys they hold.

2. All vouchers, parchments, bank-books, &c., belonging to the general trustees shall be kept at the registered office in some place of security appointed for that purpose.

3. Two or more trustees shall be elected for each branch on a special meeting night, and shall continue in office during the pleasure of such branch. They shall deliver up all moneys, checks, and other property when called upon to do so by a branch meeting, summoned for that purpose, or the executive council. Their duty will be to place the money in the bank within five days from receiving notice or be fined 10s. for such neglect, unless they can show a sufficient reason for doing so. And when the trustees take the bank-book from the place of security for the purpose of banking moneys the book shall again be returned by the trustees to the place from whence it was taken within twenty-four hours. They shall be householders if possible, and be paid 1s. each when their services are required, but no loss of time shall be paid for unless sanctioned by the executive council, and shall give such securities to the branch as may be deemed reasonable; and in case of a vacancy or vacancies others shall be elected in like manner. The officers of each branch shall see that the money is placed in the bank.

4. They shall draw out and pay over to the treasurer such sums as may be required, by a written order, signed and stamped by the secretary and president. All bank-books and vouchers shall be placed in the box, and in no case to be left in the hands of the trustees. They shall attend the audit each quarter to sign the check to send to the general office, and for such service they shall receive 6d. each.

5. The funds of this society held by the branches shall not be deposited in any loan or other society, but deposited in the names of the joint trustees on behalf of the Boiler-makers' and Iron-ship Builders' Society, as hereinafter provided for. The names of the trustees and treasurer, with the name of the bank where the money is deposited, to be sent to the executive council every quarter. The interest of money to be added to the principal and funds of the society.

RULE 13.—*The treasurer.*

1. A treasurer shall be elected at a general meeting, to continue in office during the pleasure of the branch. He shall not be connected with any business other than working at the trade. He shall, when required by the trustees or a majority of the members of his branch, render a true account of all moneys received and paid by him on account of the branch or society, and shall, when required, pay over all moneys remaining in his hands and assign and deliver all securities and effects, books, papers, and property of and belonging to the society, in his hands or custody, to such person or persons as they may appoint. He shall be responsible for such sums of money as may from time to time be paid into his hands by the secretary or by any person on account of the society. He shall give two securities to the society, as follows: In a branch where there are from 1 to 100 members he shall not hold more than £20, and give security to that amount; lodges having from 100 to 200 members, £25, and give security to that amount; from 200 to 300 members, £30, and give security to that amount.

2. The treasurer shall pay all travelers on checks signed by the secretary, and each check to have the name and registered number of the traveler or travelers on it, with the amount due to each, and none to be relieved without a check conformable to the above. He shall not be compelled to pay travelers after 10 o'clock at night, nor on Sunday.

3. His salary for such duties to be as follows: For twenty members or under the

sum of 5s. per quarter, and for every additional ten members the sum of 4d. per quarter; and he shall receive all moneys from members drawing traveling cards, and sign their notes before the president stamps their cards. The treasurer shall attend each branch meeting not later than one hour previous to the books being closed, or cause his duties to be performed by a substitute to the satisfaction of the branch, and he shall produce all checks, books, and moneys belonging to the society every quarter to the auditors.

RULE 14.—*The auditors.*

1. That two auditors be elected at a general summoned meeting, also a provisional auditor, who shall act in the absence of either of the other auditors; they shall have been members of the society twelve months, and not more than two months in arrears. Their duties shall be to audit the income and expenditure, and examine all books of the branch, and insist on seeing all receipts for all items of income and expenditure, and count the balance of money held by the treasurer, or, for neglecting these duties, to be fined 2s. 6d. each; one auditor to retire each quarter.

2. They shall see that the members' contributions are properly entered into the contribution books, and that such have been correctly transferred (with other income) to the cash-book. They shall see that the names are properly transferred each quarter, and the arrears correctly brought forward, with fines and levies (if any) added. They shall examine the arrears of all who have been in receipt of donation and sick benefit during the quarter, with all surgeon's declaring on aud off notes, and see that the rule on members in arrears is not violated; and they shall sign all books and balance-sheets of their branches. The branches must be particular in their selection of auditors, as, if need be, they can arrest all confusion or mistakes in the books, and prevent any fraud being practiced upon the society.

3. The two auditors shall attend during the whole audit, but if either of them is for any reason absent, the provisional auditor shall perform the duties during his absence. If a reason for such absence be not given satisfactory to the meeting after the conclusion of the audit, the auditor who was absent shall be fined 2s. 6d. The auditors shall attend the branch meeting next following the audit to read the quarterly report to the branch. If any auditor, who has been engaged in the audit, be absent from the quarterly meeting without satisfactory reasons being assigned, he shall be fined 1s. If any auditor neglect any of the other duties imposed by this rule, he shall be fined 2s. 6d. for such cases of neglect proved to the satisfaction of the said meeting.

4. The president shall read section 2 of this rule to the members before the election of auditors, and at the time of delivering their report he shall ask the auditors if each particular duty therein specified was fulfilled, and whether or not they found the books correctly and intelligibly kept, for which duties the auditors shall be paid according to the following scale:

	s.	d.
25 members and under.....	1	0
25 members and under 50.....	1	4
50 members and under 75.....	1	8
75 members and under 100.....	2	0
100 members and under 125.....	2	4
125 members and under 150.....	2	8
150 members and under 175.....	3	0
175 members and under 200.....	3	4
200 members and under 225.....	3	8
225 members and under 250.....	4	0
250 members and under 275.....	4	4
275 members and under 300.....	4	8

The sums named in this scale to be paid to each auditor.

List of books to be audited.—Contribution-book, income and expenditure book, check-book, cash-book, check steward's book, treasurer's book, bank-book, proposition-book, fine-book, vacant-book, travelers' check-book.

RULE 15.—*Sick stewards.*

1. Stewards shall be elected for six months, on the usual meeting night for the election of officers. In branches where there are two stewards, one shall retire from office each quarter. They shall visit the sick members twice each week on separate days (except in cases of infectious diseases).

2. There shall be a book provided for the stewards, to be either signed by the sick members or their relations, stating the time and date each steward visited him, and such book be produced to the president on a lodge night for the satisfaction of the members, and see that country members are paid their sick money, and all receipts

sent to them. The stewards to pay the sick members by 9 o'clock on Friday evening, or be fined 3d. each for such neglect, unless a satisfactory reason is given.

3. They shall visit the sick member within two days after the time of receiving notice, providing the distance be within 2 miles from the house where the society holds its meetings, or, neglecting to do so, be fined 6d. for each offense. When there are two stewards, one shall act as check secretary. In branches with only one he shall do the duty. They shall see that their check-book is safely deposited each lodge night. They shall also pay all sick money, funerals, and other incidental expenses of the branch.

4. They shall deliver to the new steward or stewards all books, moneys, papers, keys, &c., which may be in their possession belonging to the society when leaving office; and should there be any deficiency in their accounts when delivering them up, and if such deficiency be not made good within one month, to the satisfaction of the branch and the executive council, the latter may take any steps they think fit to compel the steward or stewards to comply with rule.

5. If any steward leaves his home for want of employment, or any just cause, he shall make it known to the secretary, before he leaves home, or be fined the sum of 1s. The steward shall receive the sum of 2d. per week for each sick member, provided that he visits the sick member twice in each week, according to section 2. Where there are two stewards in a lodge, the number of sick members on the funds is to be divided between them as to visits, but in no case is the cost of visiting to exceed 2d. per week for each sick member. They shall receive 2s. 6d. each per quarter for their other duties.

RULE 16.—*The branch committees.*

1. The general business of each branch shall be conducted by the president, secretary, and a committee of five fee members, to be elected at a special meeting called for that purpose, four of whom shall form a quorum. The three senior committeemen go out of office on the first quarterly night, and three others elected in their places, and on the second quarterly night the two remaining ones go out, and two others elected in their places, and so on alternately.

2. For non-attendance of president, secretary, and committee at the time specified in the summons, on a special meeting night, they shall be fined 1s. each; but if any one or more are unable to attend through sickness, working, or any other justifiable cause, he or they shall be exempt from the fine, provided he or they send a written notice to that effect previous to the meeting taking place; but in the absence of such notice, or proof of such notice being false, he or they shall be fined as before stated. For all committee meetings they shall receive 6d. each, president and secretary included; the two last-named officers shall have the right of voting as well as the committee.

RULE 17.—*Guardians and marshals.*

1. When guardians are appointed quarterly, he or they shall come into office in rotation as they stand on the books. They shall not admit any member into the room in a state of intoxication, or for so doing be fined 6d.; and should any member refuse to leave by order of the president he shall be removed and fined the sum of 1s. for such refusal; and if the members are obliged to remove him, and if he threatens any one about to remove him he shall be fined the sum of 2s. 6d., and 10s. for striking, and if not paid within three months he shall be deprived of all benefits until the same be paid; the outside guardian shall receive 3s. per quarter, but no salary is allowed for the inside guardians. Any guardian refusing to take office shall be fined 1s. No intoxicating drinks shall be allowed in the club-rooms during business hours. Any one violating this order shall be fined 2s. 6d.

RULE 18.—*Branch boxes.*

1. That a box shall be provided for each branch, with not less than three locks and keys of different wards; the keys to be kept, one by the president, vice-president, and steward, and a drawer to be provided within the box with three locks and keys of different wards, in which the bank-book shall be deposited, and the keys to be held by the trustees; also a drawer to be under the care of the president. In case of officers being insufficient in number a private member shall hold a key. Should any officer not be present within fifteen minutes after the time of meeting with his key, and the other officers are compelled to break open the box, the absent officers shall pay for all damages done.

RULE 19.—*Branch meetings and officers' attendance.*

1. It shall be at the discretion of any branch what time they meet, and how often, but it must not be later than 8 o'clock, and not less than once a month. The newly-

appointed officers shall take their places the first meeting night after the commencement of the quarter, when the past officers shall deliver up to them their keys, books, and cash accounts. Should any error be discovered at any future time in the accounts, the members who are in office at the time such errors occurred shall be responsible.

Any officer leaving his post during the meeting hours shall request another to take his place, and if he leaves without doing so he shall be fined 1s. Any officer being absent more than fifteen minutes shall be fined 6d. Any officer being intoxicated during meeting hours shall be fined 2s. 6d. and expelled the room, and another appointed for that evening. Should any member refuse to take the place of an officer when requested to do so by the president he shall be fined 6d.

RULE 20.—*Admission of members.*

1. That no person shall be admitted a member of this society who is not a legal boiler-maker or iron-ship builder, namely, an angle iron-smith, plater, riveter, calker, and holder-up. The person proposed shall have worked not less than five years continuously at the trade previous to arriving at the age of twenty-one years. The candidates must be good workmen, and of good moral character. No person shall be proposed a member of this society over the age of thirty-five (except under the provisions made in the next section) unless he has been a member before, but then he may be admitted up to the age forty years, providing he makes application within two years after ceasing to become a member, by consent of the branch and executive council; and any person wishing to become a member must be proposed on the regular meeting night by a member not less than twelve months in the society. A candidate shall be only admitted at the branch of trade which he is at the time following.

2. Any person wishing to become a member of this society above the age of thirty-five years, and who is not entitled according to the above section, can be admitted under the following conditions, viz: Members entering between the age of 35 to 36 must pay, as entrance money, the sum of £1 15s.; from 36 to 37, the sum of £2 15s.; from 37 to 38, the sum of £3 15s.; from 38 to 39, the sum of £4 15s.; from 39 to 40, the sum of £5 15s. Members entering above thirty-five years of age must pay not less than £1 at the time of admission, and the remainder of the entrance money in monthly installments of not less than 10s.

3. All persons proposed to become members of this society shall be required to pay, as proposition money, the sum of 5s. at the time he is proposed, and 6d. for a copy of rules. The proposition money to be forfeited if the candidate is not admitted at the expiration of one month from being proposed, if the neglect is due to himself. All proposition and entrance money to be the first payments made. He must be dated a member of the society from the time of his admission. He shall pay all moneys due within three months from the date of entrance, and for non-compliance to forfeit all moneys paid, except members entered over thirty-five years of age. Cards of membership must be supplied to all on admission, for which they shall pay 3d. No member shall be entitled to full benefit before he has been in the society twelve calendar months, and clear on the books, according to rule 22.

4. No person shall be admitted a full member who is deaf or dumb, or who has lost a limb or who is subject to fits; neither shall a person be admitted a member who has lost one eye, unless it be lost by sickness or accident during the time he has been working at the trade. Any one receiving any accident to the other eye, and should such an accident prevent him from following his employment, he shall only be entitled to one-half the bonus allowed in these rules; and should he, through such accident, or the sight become any way affected so that through such he shall claim sick pay, he shall only receive one-half the usual allowance. No one shall be admitted a member after the age of twenty-five years who has lost one eye. This section only affects members admitted after January 12, 1872.

5. Any member proposing a person or persons to become a member of this society contrary to these rules shall be fined the sum of 10s.; and any person gaining admittance under false pretences shall be expelled and forfeit all claims to the funds of the society. The proposer of any new member to be allowed a vote, if within limits, at the time of voting; and any person entering from 20 to 25 years of age shall pay the sum of 7s. 6d.; from 25 to 30 years, 12s. 6d.; from 30 to 35 years, 15s.; from 35 to 40 years, £1 (this applies only to members who enter within two years after running out). Run-out members shall pay for the first time, on their re-entering, an additional sum to the usual entrance fees of 10s.; second time, £1; third time, £1 10s.; and no person to be admitted as a full member after the fourth time. All persons proposed shall produce a certificate or other satisfactory evidence of their age. All branch officers must see the last clause of this section strictly enforced, or be fined 5s.

6. No person shall be admitted without questioning him and his proposer in the lodge-room on the night of being proposed; after which the secretary of the lodge in which the applicant is proposed shall write to the secretary of the lodge in the locality

where the applicant was last employed, the answer so sent by the secretary applied to be stamped by the president; which answer, if contradicting the statements of the proposer and applicant, the fines and penalties of the rule to be enforced. It is the duty of the president to read the section at the time any person is proposed.

7. Should any one wish to re-enter this society, the secretary of the lodge where he makes application shall write to the lodge where he had run out to ascertain the cause of his leaving the society and his general character; also age when run out. The registration book must be thoroughly kept, and the cause of all members leaving the society inserted therein.

8. No person shall be admitted a full member of this society unless he produces a medical certificate to prove that he is of sound health and fit to be a member. The member must sign the declaration book at the time of his admission. Non-free members shall be subject to all the fines and levies to which free members are liable.

9. Any member being single when admitted, and at some future time getting married, shall pay 1s. entrance money for his wife, and shall have no claim for funeral money providing she dies, unless the sum named has previously been paid. He shall be required to give notice of the same to the secretary of his branch within one month after such marriage, or be fined 2s. 6d.

10. Any member taking a foreman's situation, who may be compelled to leave the society, and still remain friendly to it, shall be allowed to enter again, up to the age of fifty years, should his character be upright and satisfactory while holding such situation, but he must apply for admission within twelve weeks after leaving his situation as foreman; such cases to be referred to the executive council. And any foreman wishing to remain a member of the society may allow his card to remain in any branch; and any foreman wishing to become a member, and not willing to be initiated in the presence of all the members of the lodge, a special committee shall be appointed for the purpose.

RULE 21.—*Admission of apprentices.*

1. Any apprentice who has been working at the trade of boiler-making or iron ship-building for the space of three years and has arrived at the age of eighteen shall be entitled to become a member of this society, providing he is of good moral character and produces a medical certificate of health, which shall be satisfactory to the members of the lodge he is about to enter.

2. He shall pay the sum of 2s. 6d. on the night he is proposed, and 6d. for a copy of rules; he shall also pay 2s. 6d. more within three months of admission as entrance money, or forfeit all moneys he has paid. He shall pay 6d. per week as contribution until he arrives at the age of twenty years, when the branch of the trade he intends to follow shall be specified. He shall be entitled to half the benefit mentioned in these rules at the expiration of twelve months' membership, provided he is clear on the books at that date.

3. When he arrives at the age of twenty years he shall be admitted as a full member, if approved of by his branch, but should a majority of the members composing the branch to which he belongs consider him incompetent as a workman, or of an immoral character, he shall not be retained as a member, but his name shall be erased from the society's books.

4. The question of admitting an apprentice as a full member shall be decided at a summoned meeting of the lodge, and, if admitted, he shall commence to pay the full rate of contributions, and pay an additional sum of 2s. 6d. as entrance money, but be entitled to half benefits only until he has been a full member twelve calendar months, and, if clear on the books at that date, shall then become entitled to all benefits named in these rules, but if he does not pay all demands to the society at the expiration of the twelve months he shall not be entitled until one month after all demands are paid. No one shall be admitted as a full member who has met with an accident, and is therefore unable to follow his employment, or whose health is otherwise impaired, until he produces a medical certificate proving his recovery.

5. All rivet lads, who have been brought up at the trade, and followed the same continuously, shall be considered apprentices; and no one shall be admitted to the trade above the age of sixteen years. In no case shall there be more than one apprentice to every five journeymen boiler-makers and iron ship-builders in any shop or yard, which is more than sufficient to meet the requirements of the trade.*

6. Any apprentice leaving his employment without the sanction of the executive council or the branch nearest where he was working, shall be compelled to return and complete his time of apprenticeship. Any member working with a runaway

* The average number of boiler-makers and iron ship-builders employed by any master during the year should be the guide by which the number of apprentices should be regulated.

apprentice, who has left his employment without sanction as named above, and knowing him to have done so, shall be fined the sum of 10s. for the first offense, and 20s. for the second, and for the third he shall be expelled the society.

RULE 22.—Members' contributions and arrears.

1. Every free and full member shall pay or cause to be paid every four weeks the sum of 4s. as contributions, out of which 6d. in the £1 per quarter shall be allowed to form a fund for such benevolent purposes as the majority of each branch may agree for its own members. Three pounds per annum shall be allowed to each lodge for rent of room, the same to be taken from the general fund.

2. Any member not paying when 12s. in arrears on the lodge night shall not be entitled to benefit until four weeks after paying up; but no member shall be considered out of benefit unless he owes 12s. or more to the society after the books are closed on a lodge night. Should it be proved that the member was ill and unable to follow his employment when his money was paid, he shall not be entitled to any sick benefit during such illness; but should any member pay, or cause to be paid, all he owes to the society during his illness, he shall be entitled to funeral benefit after being clear on the books one month. Any member being thrown out of employment through depression of trade, or causes satisfactory to his lodge, and not receiving benefit from the society, shall be exempt from payment of contributions while out of work, providing he is in benefit, and his fines, levies, and arrears do not exceed 12s. when thrown out of employment, and he signs the vacant book as arranged for elsewhere. Any member being out of benefit when thrown out of employment shall not be entitled to benefit until being in employment one month.

3. Any employer or any member not working at the trade may remain a member by paying 9d. per week as contributions, and shall be entitled to superannuation and funeral money only. He shall be exempt from the payment of all levies. He shall not be allowed to sign the vacant book. Any member who has paid under this section, and again resuming work at the trade may come into benefit after paying contributions according to section 1, with all levies at the expiration of twelve months.

4. All new members who do not pay all demands due to the society the first branch meeting night after their twelve months' membership expires, shall not be entitled to benefit until four weeks after doing so, and shall be subject to section 2 respecting sick benefits.

5. All members claiming exemption only from paying contributions shall sign their names in a book provided for the purpose on Tuesday and Friday in each week, between the hours of 10 and 12 a. m., or from 2 to 4 p. m., and should it be proved that any member signing the above-named book had been offered work at any of the branches of the trade to which he is entitled to work, named within these rules, and refuses the same shall be fined the sum of 5s., and forfeit the benefits of exemption; and any one fraudulently signing the book when not entitled, and the same be proved, he shall be fined the sum of 5s., and forfeit the benefit of exemption. Any member claiming exemption from paying contribution shall produce a note from his foreman, or three members who are working in the shop or yard, if required, to prove he is entitled.

6. The names on the vacant book shall be read each lodge night, and all members who have signed the aforesaid book since the previous meeting night must be in the room on the following meeting night to answer their names or forfeit their exemption. Any member earning three days' wages at any occupation, either day-work, piece-work, or overtime, in six consecutive working days, shall pay a week's contribution for the same.

7. Any member signing the vacant book for the exemption of contributions twenty-six weeks within twelve months shall pay twelve weeks' contributions into the society before being again entitled to sign the book, unless in the case of any member whom the lodge considers worthy of an extension, they may recommend his case to the council who shall have power to do so.

8. Should any free member be on the point of exclusion through distressed circumstances, and make it known to his branch, and if he prove to have been a worthy member, a subscription by the members of his branch should be made to retain him in the society. (N. B.—No member out of benefit to be allowed either voice or vote in the lodge room.)

9. Each member shall give his full and correct name and number of his address to the secretary of the lodge he belongs to within one week after entrance, or in case of removal, and the secretary to give his address to the members of the branch he belongs to, each lodge to be provided with a book for that purpose. Either member or secretary not complying with this section be fined the sum of 1s.

10. Any member owing 26s. as arrears shall be excluded, except in very distressing cases, when the lodge shall have the power to grant an extension of time. Any secretary retaining a member without the sanction of his lodge shall be fined 5s. All mem-

bers shall pay, or cause to be paid, all contributions, fines, &c., any meeting night in June and December, or be fined the sum of 6d. each time. All members shall be specially summoned, where it is possible, when 10s. in arrears.

11. Any treasurer or member receiving money to pay for another member, and neglecting to do so on the following meeting night, shall be fined 2s. 6d. for such neglect, and be responsible for the money paid to him and the fine incurred. Should any member refuse to pay money intrusted with him as before mentioned, together with the fine, he shall be suspended from all benefits of this society until the same be paid, unless satisfactory reasons can be given to the members the following meeting night for such refusal.

RULE 23.—*Surgeon—his duties and salary.*

1. That a surgeon may be appointed by each branch, whose duty shall be to attend to the application of any member, and find such medicine as may be required. He shall visit all sick members who are in benefit, provided he or they are unable to attend at his house, or do not reside more than 3 miles from the same. He shall also be required to sign all certificates, stating the condition of the member's health, but shall not sign or date any certificate back earlier than the day on which the member calls in his aid or later than the last day of visiting a member when declaring off the funds; and he shall receive for his services the sum for it. But when it is not possible to obtain his services for 9d., per member per quarter from the general fund, where possible to obtain his services for 9d., the sum of 1s. shall not be exceeded; and all lodges shall send the doctor's bill in quarterly to the executive council, to see that the amount taken from the funds is paid, and no more; and any lodges paying more or violating this rule to be fined 10s., and be compelled to refund the money. Members not in benefit are not entitled to the services of the surgeon, and the latter shall not be paid for them from the society's funds. A list of the members in benefit shall be supplied to the surgeon at the commencement of the quarter. this list to be revised monthly.

RULE 24.—*Sick benefit.*

1. Any member being entitled to benefit according to rule 22, and claim the sick allowance as undermentioned, he, or his friends, shall send a note to the secretary, in writing, according to the form at the end of these rules, also his place of residence, that he may be visited within twenty-four hours from the time of his indisposition; also a note from the surgeon in attendance within three days, stating the nature of the complaint. Neglecting to do so, he shall have no claim only for one day previous to the notice. The secretary shall then order the stewards to visit the sick member; but if such sickness or lameness is brought on by drinking intoxicating liquors, or other improper conduct, he shall not be entitled thereto. The sick benefits are as follows: For the first twenty-six weeks the sum of 10s. per week; for the second twenty-six weeks the sum of 5s. per week, and after that period the sum of 4s. per week as long as such sickness continues.

2. Should any member, after being near twenty-six weeks, or any other length of time on the funds, return to his work or declare off the funds, and again become indisposed, he shall only be entitled to the amount per week or weeks he may have been short when receiving the society's allowance before, and so on as above stated, except in cases of accident, when he shall commence again on full benefit; but if a period of twelve months has elapsed between his returning to his work again or declaring off the funds, and again becoming indisposed, he shall be entitled to full sick pay according to section 1.

3. If any doubt arises in the mind of the the members of the branch to which the sick member belongs as to the state of his health, they shall appoint a physician or surgeon, who, accompanied by two members of his branch, shall investigate his case and give a certificate as to the state of his health, the expense to be borne by the society, unless it is proved to the branch that he was imposing on the society, in which case he shall pay all expenses consequent on such inquiry, and such penalty as the branch or the executive council deem necessary by way of suspension or fine, not exceeding £5, and even to exclusion. Should any member in receipt of sick benefit refuse to sign, or cause to be signed, the sick steward's book, or refuse to receive the physician or surgeon, he shall be immediately struck off the sick fund, and not be entitled again to sick benefit until he has again been in employment one month. Any member making a false declaration of sickness, shall refund all moneys received in such case, and be suspended from all benefits for fourteen weeks; and, if detected the second time, he shall be expelled the society. Any member proven to have been intoxicated while on the sick fund shall be fined 10s. for the first offense, and 20s. for the second, and be suspended from all benefit for fourteen weeks. If detected the third time he shall be suspended from all benefits during twelve months.

4. The member on his recovery shall send to the secretary a surgeon's certificate,

declaring him able to follow his employment, within twenty-four hours, or be fined 1s. No member shall receive such benefit for less than two days. All sick members to be exempt from contributions while sick, but all arrears to be deducted from first payment. If a member works any time during the week of declaring on the sick fund, or declaring off, he shall pay contributions for such days. No member to be paid for the day he has been working. Every member receiving the benefit of this rule must send a surgeon's certificate, if required, once a month during the time such sickness continues, or to forfeit his money.

5. A member residing more than 3 miles from his branch, who may claim the benefit of this rule, shall send a note according to section 1, and shall continue to send a note to the secretary each week, as long as the sickness lasts, informing him of the state of his health. The note aforesaid must be signed by a surgeon, or two respectable householders, who must give their names and addresses. Members in medical institutions, or any extreme cases, may be exempted when the branch is satisfied that such is not required.

6. No sick member, except with the sanction of the lodge, and the member has to attend the society's business, will be allowed to be out of his house after 7 o'clock in the evening from the 1st of October to the 1st of April, and after 9 o'clock from the 1st of April to the 1st of October, both days included; any member being out later than the above hours to be fined 1s. for the first offense, 2s. 6d. for the second offense, and for the third his sick money to be stopped; and if any member find a sick brother in a state of intoxication, or out after hours allowed, and does not report him to his branch, the said brother shall be fined 2s. 6d.

7. Should a sick member's case be such as to require a change of air, such member shall cause to be sent to the secretary of the branch a note, in writing, from his medical attendant stating that it is necessary; and if such notice be satisfactory to the secretary and sick steward, he shall be at liberty to go; and they shall likewise have power to grant him one fortnight's sick money in advance, if he shall require it. Should he remain more than a fortnight, the secretary of the branch he belongs to shall write to inform the secretary of the nearest branch to where he has removed, and forward his clearance, with all particulars, so that he can be paid by them; but in places where there is no branch of this society, he shall send a note to the secretary of his branch informing him of the state of his health, and shall do so every week he continues there. The aforesaid note must be signed by a surgeon or two respectable householders, who must give their addresses. Any officer or member offending against this rule to be fined 5s., and be suspended until paid, and any member going without permission as aforesaid to forfeit his sick pay while absent.

8. Any member falling sick when on travel in search of employment, he shall be relieved from the nearest branch on producing his traveling certificate, if he be within the limits of the rules of the society; but if he should not have his traveling certificate with him he shall be relieved from the branch he belongs to until his clearance can be transferred to the nearest branch, if it is within 3 miles of where the member is lying ill.

RULE 25.—*Members leaving the United Kingdom.*

1. Any member or members sailing in steamboats to and from England or any part of the United Kingdom to any foreign country, and paying their full contributions, shall be entitled to the benefits of this society, excepting sickness, in case of which such member or members shall receive sick pay while sick within the United Kingdom, such sickness to be certified by the surgeon in attendance.

2. Any member leaving the United Kingdom to follow his usual employment, and pays full contributions, shall be entitled to funeral money and bonus during his absence. On his return to the United Kingdom he shall be entitled to all benefits at the expiration of one week.

3. Any full and free member leaving the United Kingdom to follow his usual employment, who pays, or causes to be paid, one-half his contributions during his absence, shall be entitled to funeral money, and on his return to the United Kingdom be at once entitled to bonus, provided such accident occurs in the United Kingdom, and in thirteen weeks be entitled to all the benefits of the society. During the thirteen weeks he must pay full contributions.

4. Any member wishing to pay half the contributions during his absence, shall give or send a written notice to that effect to the secretary of the branch he belongs to; and for neglecting to do so, he shall pay the full amount of contributions until such notice be given. No member shall be allowed to pay half contributions for the time he remains in the United Kingdom.

RULE 26.—*Donation benefits.*

1. Should any free and full member be thrown out of employment through depression of trade or other causes, he shall, if required, produce a note signed by his for-

man, or three full members that are working in the shop he has left, stating the reason of his leaving; and if the same be satisfactory to the officers of his branch, he shall, after signing the vacant book two consecutive days, be entitled to donation at home, commencing on the third day at 7s. per week for fourteen weeks, and 3s. per week for nine weeks, whether successive or not, in one year; such year to commence at the time of his first drawing donation. Should any member come on the short donation, he shall, in the following year be entitled to ten weeks out-of-work benefit, at 5s. per week, after having worked at the trade one month, unless he has worked one month at the trade during the time he first came on the funds, at the commencement of the year. He shall be entitled to commence on the full benefit again the third year. But in no case shall a member receive donation unless he works one month at the trade in each twelve months; full proof of this shall be given to the officers of his branch by his wages, or time notes, or in any other satisfactory manner. Should any member sign the above-named note, knowing him not to be entitled to the benefits, he shall be fined the sum of 10s.

2. Should any member be suspended for holidays of any kind, he shall not be entitled to either home donation or a traveling card, for the first six days of such holidays, but should the suspension continue, he shall, at the end of that time, be entitled to home donation or traveling card, according to rule. In the case of a member who may be discharged at the close of the works for the holidays, should he at the close of the holidays resume work in the same employ he shall be dealt with as a member under holiday suspension.

3. Any member drawing a traveling card must be out of employment two clear days before he makes application for the same, except the said member has earned by day-work, piece-work, overtime, or in any other way, the sum of 20s. in the last three days he has worked, when the said member shall not be entitled to either traveling card or home donation for the following four consecutive working days. Any member proven to have violated this section of the rule shall be fined 10s. for the first offense, 20s. for the second, and suspended for fourteen weeks from all benefits. If detected the third time, to be suspended from all benefits for twelve months.

4. Should any free and full member be suspended from his employment for six days, and having signed the vacant book each day, he shall be entitled to donation, commencing with the third day of his suspension; the suspension referring only to slackness of work, breakdowns, or accidents, such periods not to include the usual holidays given at certain times of the year. Should any member on donation be found guilty of imposing on the funds by working at the trade, or following any other occupation, or in any way infringing thereon, he shall be fined for the first offense the sum of £1; for the second offense his donation stopped, and shall return the full amount of donation he has received while imposing on the society; and for the third offense he shall refund the amount received, and shall not be again entitled to any benefits for the space of twelve months.

5. Free members who may require donation shall, as soon as they are out of employment, sign the vacant book Mondays, Wednesdays, and Fridays between the hours of 10 to 12 a. m., and from 2 to 4 p. m. Any member signing the vacant book in the forenoon, and afterwards obtaining employment and working during the latter part of the day, shall for that day be disentitled to unemployed benefit, and in no case shall less than two days' unemployed benefit be paid. Members shall not be excused from signing the vacant book, except when going to a distance in search of employment, and then only when a satisfactory explanation has been accepted by the branch. Any member neglecting to sign as specified shall for such neglect lose his day's unemployed benefit. Members in receipt of this benefit shall be exempt from signing the vacant book on Christmas Day and Good Friday, but shall be paid for the same. If a member works any time during the week of claiming donation or declaring he shall pay contributions for such days.

6. Any member being in receipt of or entitled to donation wishing to travel, shall, after signing the vacant book two days as before mentioned, apply to the secretary for a traveling card, when the secretary shall supply him with the same as soon as possible. The card shall contain the member's name, registered number, date of entrance, and the branch of trade to which he belongs; also, how much money he has drawn as sick, traveling relief, and home donation within twelve months, and the amount he is entitled to draw on the card, such card to be stamped by the president and the secretary, showing that he is clear on the books. Any member drawing a traveling card shall not receive benefit on the same within 10 miles of the branch he drew the card from, but should he return to his home, he shall throw the card into the lodge he drew it from, and receive what is due on the same to the extent of four days' pay.

7. Any member with a traveling card stopping in any town where there is a branch of this society more than two days must sign the vacant book, according to the fifth section of this rule, and give up the card to the secretary while staying in the town. When any member on travel obtains employment he shall deliver his traveling card

to the secretary of the nearest branch to the place of such employment within three days from the time he obtains the same, and pay his contributions into that branch. If he neglects to deliver up his card within three days he shall be fined 6d. for each day exceeding that time. He shall only draw four days at one time on his traveling card. Any member on travel who shall call at, or direct letters to, the shops where the secretary or treasurer is employed shall be fined 2s. 6d.

8. A discretionary power shall be vested in the officers in each branch to detain a member on travel for a short time, if they see a prospect of obtaining employment for him, subject to the same conditions as a member in receipt of donation. Any member losing his employment through losing time, drunkenness, or other disorderly conduct, shall not be entitled to the benefits of traveling or home donation until he has been again in employment six weeks; and any member leaving his employment on his own responsibility, shall not be entitled to traveling relief or home donation until he has been again in employment one month.

9. Free members signing the vacant book shall, in the event of employment being found for them in any particular locality by the general or other secretary, be entitled to the cheapest fare, whether by rail or steamboat; but should any member refuse to go when desired he shall not be entitled to the benefits of traveling relief or home donation until he has again been in employment four weeks; should he refuse employment the second time in the same year, he shall not be entitled to benefit as above-mentioned until he has been in employment eight weeks; if he refuse the third time in the same year he shall not be entitled to the benefits of this rule until he has been in employment twelve weeks. Any member having his fare paid by the society to any employment, shall work at the same at least three months, at the average rate of wages in the locality where he is sent. Any member leaving his employment contrary to this rule shall pay back the fare he received, together with a fine of 10s., and shall not be entitled to the benefits of traveling or home donation until such fares and fines are paid, except satisfactory reasons can be given to his branch, or a committee of the same, for leaving such employment.

RULE 27.—*Superannuation benefit.*

1. That any free and full member of this society who has arrived at the age of fifty-five years, and has been a continuous member for the space of twenty-five years, shall receive the sum of 4s. per week; any one arriving at the above-named age, and having been a continuous member for a period of thirty years, shall receive the sum of 5s. per week; any one arriving at the above-named age, and having been thirty-five years a continuous member, shall receive the sum of 6s. per week for the remainder of his life; but any member claiming under either of the above scales must continue under the same.

2. All applications for superannuation must be made through the lodge to the executive council, and recommendations, or otherwise, must be sent from the lodge with the applicant's name and registered number, with the surgeons' certificates, stating his inability to follow his usual employment. Any member on superannuation shall not pay contributions, and shall only be entitled to funeral money for his wife and himself, but may follow any other labor for which he may be able, excepting the trade of boiler making and iron ship-building.

3. Any member having accepted the benefits of this rule shall not be allowed to work at any department of trade mentioned in these rules; should he do so, he shall cease to receive his superannuation and pay his contributions and levies, and, when such employment ceases he shall again be entitled to the benefit which he was before receiving.

4. Superannuated members shall not hold any of the following offices, viz: President, secretary, or treasurer.

RULE 28.—*Disabled members and bonuses.*

1. Any free and full member of this society, who is not more than twelve weeks in arrears at the time of receiving injury by accident, which deprives him of sight or loss of limb, so as to incapacitate him from following his trade during life, shall receive the sum of £100, to be raised by levy. Members resuming work at the trade, either as foreman or workman, shall be called upon to refund the £100, and, if necessary, proceedings shall be taken to recover the same. Member receiving this benefit must sign an agreement at the time by which they undertake to return the money received under such circumstances.

2. Any member applying for the benefits of this rule shall forward to the executive council, through his branch, the certificates of three legal surgeons, stating the nature of the injury, and the improbability of ever being able to resume work, and such to be accompanied with a letter of character and the particulars of the case from the

members of his branch, who will require to be strict in their investigation before recommending him to the consideration of the members in general. Such certificate, character, and other particulars from the branch shall be circulated throughout the society as soon as possible, for the members' decision by vote. And all lodges to be compelled to send in their votes within two months from the time of receiving the report. After the society has voted for a member to receive his bonus he shall be exempt from payment of contributions.

3. Any member meeting with an accident, such as would entitle him to the benefit of this rule, if he does not claim the benefit of the sick fund for such, shall give notice of the accident within six calendar months of the occurrence, or be disentitled to benefit. If the injured man goes on the sick fund, the claim must be made within twelve calendar months from the time of the accident occurring, or he will not be entitled to the bonus. The executive council shall have the power to place the member under whatever professional men they may think proper, the expenses to be defrayed from the general fund of the society. Any member receiving the benefits under this rule has no further claim upon this society.

4. After the case is established by the votes of the members, or a majority of them, the council shall give orders for the levy to be made throughout the order, and in the mean time the council shall have the power to advance the money to the member claiming the bonus. All levies to be deducted from the first payment of each members' contributions, after issuing the monthly report containing the result of the voting, unless it falls on quarterly nights in June and December, when the deduction shall take place on the following meeting night. All levies unpaid at the end of each quarter must be carried forward as arrears of contributions. All superannuation members and those on reduced sick pay shall be exempt from the payment of bonus levies.

5. Any free and full member in benefit being disabled by accident, or through blindness, imperfect vision, apoplexy, epilepsy, or paralysis is rendered permanently unable to follow any department of trade mentioned in these rules, providing such is not the result of intemperance, or other improper conduct, and who may not be entitled to the full bonus allowance, as mentioned in section 1, may apply to the executive council as provided for in section 2, and send surgeons' certificates as requested therein for a bonus of £50, when the same shall be placed before the society to be voted on, and the money to be raised by levy according to section 4; but the member receiving the same shall not have any further claim on the society. Members receiving this benefit must sign the agreement as mentioned in the last clause of section 1.

RULE 29.—*Honorary members.*

1. Any person working at the trades mentioned in these rules, and not eligible to become a full member of the society, shall be admitted under the following conditions: That he shall be of good moral character, and a competent workman; he shall produce a surgeon's certificate of the state of his health, and he shall be required to pay the sum of 2s. 6d. for every four weeks' contributions, as to be raised in the same proportion as full members, if required. No person to be admitted a member under this rule above the age of forty-five years.

2. Any member joining under this rule must pay the full entrance money as before provided; and if he has paid his entrance money and contributions for the space of twelve calendar months, he shall be entitled to full allowance in cases of dispute, medical attendance, exemption from contributions when sick, and £4 for death of himself and £2 for his wife. He shall be exempt from bonus levies; and the bonus money, in the case of honorary members, shall be paid from the general fund. If disabled by accident, and the same be proved to the satisfaction of the society, he shall receive as bonus, after having been in the society twelve calendar months, £2 10s.; two years, £4; three years, £6; four years, £8; and five years, £10.

3. Any member entering under this rule shall have the privilege of signing the vacant book, as per rule 22, section 5, and be allowed the full expression of opinion in his branch; but not allowed any vote, or to hold any office in the society.

RULE 30.—*Funeral benefit.*

1. At the death of any member who has duly paid, or caused to be paid, his contributions, fines, and other demands for a period of twelve calendar months, and entitled to benefit according to rule 22, the stewards shall pay the nominee the sum of £12. Any free member in benefit as above named shall, on the decease of his lawful wife, receive the sum of £6, and for the second wife the sum of £4. All members may nominate any person to receive his funeral money in accordance with the 10th clause of "trade-union act (1871) amendment act." No funeral money to be allowed for more than two wives from the funds of the society; and three years must elapse between

the death of the first and second wife; and all arrears must be deducted from the funeral money. Funeral money shall be paid in all cases of suicide when the verdict of the jury is "temporary insanity," but not when the verdict of the jury is "*felo de se*," neither shall it be paid when death is produced by the member's misconduct.

2. The widow of a deceased member, by paying 1s. per quarter into the funds of this society, shall be considered a member for the purpose only of insuring at the death the sum of £3, and nominating thereto. The widow shall send the name of her nominee to the registered office of this society. Any widow wishing to avail herself of the benefit of this rule shall make application within twelve weeks of her husband's death; but should such widow not pay when twelve calendar months in arrears, she shall be expelled, and have no more claim on the funds of this society. Notice of the death of a member or member's wife (or widow, if in the widows' fund) must be sent to the branch secretary, who shall inform the stewards within twenty-four hours after such notice is received by him, and the stewards to see the body, except in cases of contagious diseases, if within 3 miles of the house where the society holds its meetings, and they shall report the same to the branch at the next meeting, or be fined 2s. 6d. Stewards shall receive 1s. each for their services.

3. If a member dies in the country, the stewards shall receive a certificate, properly signed, agreeable to the form at the end of these rules, and shall receive all reasonable expenses, with 1s. each and all loss of time, out of the funds of the society, on payment of the funeral money. But should any member die, having no relations present at his death, such funeral to be conducted by the officers of the branch, which shall be decent and moderate, and they shall give a just account of the expenses of such funeral to the executive council, and the surplus (if any) to be returned to the funds and, if claimed by any relation within two years after his death, it shall be paid, and an account given to the members at the next meeting.

4. No money to be paid on the death of any member or member's wife until their legal marriage certificate be produced. Should any member die when on travel in search of work, and his friends are unable to remove him to his own proper home, the officers of the nearest branch to where he died shall cause him to be decently interred, and supply the executive council with cost of same; and should his widow, nominee, or next of kin apply for the surplus (if any) within two years it shall be paid.

RULE 31.—*Members removing.*

1. Any member going to work in any locality where there is a branch, he shall inform the secretary of such branch of his being a member of this society, and it shall be the duty of the secretary to write for his clearance within fourteen days, or, failing to comply, be fined the sum of 10s.; or secretaries not forwarding the clearance when applied for within fourteen days be fined 10s., the same to be remitted to the executive council within twelve weeks. No member shall be compelled to remove his clearance from one branch to another if working or residing within 3 miles of the branch to which he belongs, for the space of three months; should he continue to work beyond that time his clearance shall be transferred to the nearest lodge to where he is working, if the same be within 3 miles, unless the latter consents to allow his clearance to remain in his old branch. If he violates rule, or does anything contrary to the society's interest, the branch nearest where he is working shall have the power to deal with him as if he were a member of their branch. Should the said member be fined, the council shall have the power to enforce payment, and in no case shall a member be compelled to remove his clearance from one branch to another in the same town, if the branch demanding the clearance is larger than the one the member already belongs. The clearance shall contain the following particulars: The date of such member's entrance, with name, age, and registered number, also his arrears, amount of traveling relief, sick money, and home donation that he may have drawn within twelve calendar months, and whether entitled to benefit or not (if not, the reason to be stated), and the branch of trade the said member follows.

2. Should any member neglect giving such notice, or causing such notice not to be sent within the space of two weeks, he or they shall be fined 5s. for such neglect, and the fine to be levied by the branch claiming such member's clearance, and, if not levied by the branch, the executive council shall enforce the same. Members on travel securing employment in any town where there is a branch shall report themselves to the secretary within three days, or shall be fined the sum of 2s. 6d. (N. B.—No stamped notes to be given to any member, as their contribution cards must be shown in the absence of traveling cards.)

RULE 32.—*Disputes.*

1. Should a dispute arise in any shop or yard the members of that shop or yard shall make the same known to their branch. The officers of such branch shall try and

settle such dispute; but should a dispute arise in any shop or yard which cannot be amicably settled by the branch, it shall be referred to the executive council who shall give them instructions on the subject. In the event of the members of any branch being desirous of soliciting their employers for an increase of pay or any new privilege they must forward to the council full particulars of what they require. The executive council will immediately consider the same and, if circumstances warrant, grant the application. But should the employers fail to comply with the request made, the branch so applying must again consult the executive council as to their future course.

All members withdrawn from their situation by the executive council under this section shall, after signing the vacant-book two consecutive days, be entitled to the sum of 12s. per week, commencing with the third day, for eight weeks, when they shall come on home donation if the dispute should continue so long. Should the executive council see that any advantage is to be gained by prolonging any dispute beyond the eight weeks they shall have the power to do so.

All arrears must be deducted before any moneys are paid to the members. Under no circumstances will members be entitled to the benefit of this section unless the dispute is first sanctioned by the executive council.

2. When members are compelled to work piece-work, and it be proved to the satisfaction of the executive council that the employer or employers are reducing the prices below the usual and reasonable prices, they shall allow the members resisting the reduction the sum of 10s. per week for eight weeks after signing the vacant-books two consecutive days, donations to commence on the third day. Any member or members leaving their employment under this section must inform the executive council, through their secretary, of the same within three days from the time of leaving or lose the benefit for the time they neglect. If any member or members are requested to submit to a reduction in their prices, and they receive the sanction of the executive council to resist such reduction previous to leaving their employment, they shall receive the benefit of section 1 of this rule. All arrears must be deducted before any moneys are paid to the members.

The executive council shall have full power to declare any strike closed whenever they may deem such a course necessary.

Young members and members out of benefit shall receive 2s. per week less than the rates mentioned in the first and second section; all arrears to be deducted from the amount they are entitled to. This does not apply to the case of apprentices.

3. Any member withdrawn from his situation under section 1 may, after being out of employment one week, apply for a 12s. card, which the executive council shall have power to grant if they think fit; but the member shall be entitled only to the remaining portion of the eight weeks due to him, so that the donation received at home and the money received on his card does not exceed the sum of £4 16s. Members out on dispute, and entitled to 10s. per week according to section 2, shall be entitled to a card under the same conditions as before mentioned, excepting the amount to be drawn, which shall be 10s. per week for eight weeks. Should any dispute last longer than the two months named in section 1, he shall then come on donation according to the scales under which he is entitled as per rule 25.

4. Should a lock-out take place, all members in benefit affected thereby shall receive the sum of 12s. per week for twelve weeks, and then come on the donation rule unless other employment is found for them. Any member having secured employment and worked at it four weeks shall not come on the funds again under any section of this rule. Any member leaving his employment without satisfactory reasons be given to the strike or lock-out committee shall not receive any out-of-work benefit until he has been again in employment one month. Should the members consent to pay a levy to the support of any members on dispute, the said levy shall not continue longer than three months, without the question be again submitted to the members and they decide to continue it. (This is not to apply to rule 36, section 2.)

5. When any dispute arises in any shop or yard connected with our trade or society, no member or members shall be allowed to call at such shop or yard after being made acquainted with such dispute, or for doing so be fined the sum of 10s.

6. Any member of this society, either angle-iron smith, plater, riveter, calker, or holder-up, instructing any one not connected with our society (except legal apprentices), by allowing him to practice with his tools, or otherwise instructing him in other branches of the trade, shall, on proof thereof, be fined for the first offense 10s.; for the second, £1; and the third to be expelled the society. All riveting machines should be worked by riveters or holders-up, but riveters' wages must be paid.

7. It is not in the interest of this society that piece-work should be done, but when members are compelled to do it, members of one branch of the trade shall not take piece-work for another. Any member taking work below the usual price shall be fined £1 for the first offense, £5 for the second, and be suspended from all benefits for twelve months if detected a third time. Any member taking work by the piece, and not sharing equally in proportion to his wages any surplus made over and above

the weekly wages paid to members working on such job, shall be summoned before his branch, or committee of his branch, and, if he do not comply with the above regulation, he shall be fined, in the first instance, £5; second, £10; and in the third instance he excluded, subject to the approval of the executive council.

RULE 33.—Duty of officers conducting trade disputes.

1. In the event of any trade dispute taking place, which has been sanctioned by the executive council, or a lock-out resorted to by any employer or employers in a district where three or more branches of this society are established, and these branches are affected by the dispute, a committee for the management of the same, to be called a managing committee, may be appointed, with the consent of the executive council, at summoned meetings of the branches affected, in proportion to the number of members on the funds through the said dispute.

2. The managing committee shall be elected according to the following scale: All districts not having less than 200 members thrown out of employment through causes mentioned above, to have 3 committeemen; under 400, 4 committeemen; and 1 additional committeeman for every additional 200 members. No district will be allowed to elect a larger managing committee than is provided for in this scale, but it shall be optional for branches to appoint a less number if they deem it advisable. The managing committee to elect one of their number as secretary; he shall be the medium of communication between the committee and the executive council on all matters connected with the management.

3. In the event of a dispute where there are more than 10 members in receipt of dispute benefit, a strike or lock-out committee shall be appointed at a summoned meeting of the members in accordance with the following scale: From 10 to 30 members, 4 committeemen; 30 to 70, 6 committeemen; 70 to 120, 7 committeemen; 120 to 200, 8 committeemen; and 1 extra committeeman to every additional 100 members in receipt of dispute benefit. No strike or lock-out committee shall be composed of more members than is provided for in this scale, unless sanctioned by the executive council. When a committee is appointed one-half of the number shall on alternate days look after the yards or shops where the dispute exists.

4. It shall be competent for the branches or districts, at a subsequent summoned meeting, or the executive council, to remove from office the managing committee or strike or lock-out committee, or any member or members of the said committee, if it be proved that the said members or member are neglecting their duties, or pursuing a policy which is unsatisfactory to their constituents, and fill up all vacancies that may occur in the said committees.

5. In branches where less than 10 members are affected by any dispute the said members shall sign the vacant book, and be paid by the branch officers without additional remuneration. Where there are more than 10 members in receipt of dispute pay the branch shall decide whether they shall sign the vacant book or answer to a roll-call.

6. In any district where 10 or more members are in receipt of dispute benefit, application shall at once be made to the general secretary for strike sheets, which must contain a correct copy of all expenditure in connection with the dispute. This sheet must also be examined and compared with the expenditure book by two members, who, on finding all correct, shall sign the expenditure book and the sheet. The secretary shall forward this sheet to the general secretary not later than Tuesday in each week. Each member is required to sign this sheet when he receives his money.

7. Each member of the committee of management shall receive 1s. 6d. for each meeting. If there are more than one meeting held during any day, no more than 1s. 6d. each shall be paid; this applies also to the secretary. The secretaries in branches when from 10 to 30 members are affected by any dispute shall receive the sum of 1s. per week for making out the strike sheets; from 30 to 70 members, 2s.; 70 to 120 members, 3s.; from 120 to 200, 4s.; and from 200 to 300, 5s.

Members of strike or lock-out committee shall receive 1s. 6d. each per day in addition to their strike pay.

Auditors appointed to examine the strike sheets and books shall receive 6d. each per week for their services.

RULE 34.—Members progressing in the trade.

1. Any person entering this society under the age of twenty-five years shall be allowed to progress, but must have been in the society for the space of five years, and he must make application to his lodge, unless the applicant has been an apprentice and served five years previous to being twenty-one years of age, then he may be allowed to progress after being in the society twelve calendar months, and shall be allowed twelve calendar months to get the average wages of the town or shop he may be in, but all

applications to be made to his branch, and in no case shall he go back to the branch he was following without the consent of a majority of the members.

2. Any member wishing to progress must be clear on the books at the time of such application. No member shall be allowed to advance to a higher branch of trade if there are members out of employment in the locality who follow the branch of trade he wishes to advance to, unless the branch to which the member belongs have exceptional reasons for deviating from this rule; but any member out of work or on travel shall be allowed to take a job at a lower branch than he professes if he feels inclined to do so, providing there is no member out of employment in the locality who follows the same; but in no case shall he be allowed to do so in the shop where he has been working unless he receives his former rate of wages.

3. Any member violating this rule shall be fined £1 for each offense, and be put back to the branch he left, and be not allowed to follow the branch for which he was fined until he obtains the sanction of his branch, and if his branch refuses such sanction, he shall have power to refer the case to the executive council; but in all cases where this rule cannot be carried out they shall be referred to the executive council.

RULE 35.—*Special delegates.*

1. That no special delegate or delegates shall be appointed by any branch unless sanctioned by the executive council; and any member or members losing his or their employment through attention to the society's business, he or they shall receive out of the general fund the sum of 25s. per week; and should he obtain employment, and not succeed in keeping it for more than one month, he shall still be entitled to his weekly allowance, the same as received when out before; but he must attend to the vacant book, or be subject to the same penalties as other members in receipt of donation. No delegate shall be acknowledged in any locality without he produces a credential specifying the business of his delegation. Money received under this section shall not be deducted from his donation.

2. Where shop stewards are appointed, and should lose their employment through attending to the society's business, their case shall be brought before their lodge; and, should the members consider that the stewards have used every precaution in the performance of their duty, their case shall be immediately sent to the executive council, who shall grant such a sum per week from the general fund as the case deserves.

3. Any members commissioned by their branch to wait on their employers or managers on society's business, such deputation shall consist of two if the dispute affects one branch of our trade only; but if the dispute affects more than one branch, one for each branch shall form the deputation. If they have to lose time they shall be paid 1s. per hour each for the same; the claim for payment must receive the sanction of the branch.

4. All delegates, as per section 1, when on the society's business, and more than 3 miles from home, shall receive 12s. per day, and 6s. for Sunday; but when within 3 miles from home, shall receive 10s. per day.

5. In the event of district delegates going on missions 3 miles out of their districts, they shall receive 5s. per day for expenses; and should the corresponding secretary be sent on missions more than 3 miles from the general office, he shall receive 5s. per day for expenses. No extra hours shall be paid for when any delegate is on a mission out of his district, unless the same is recommended to the executive council by the district committee; except the delegate is in the locality where the executive council meets, and they send him, and he has to render his account to them, then they can pay him without the recommendation of any district committee.

RULE 36.—*The society's fund.*

1. All moneys subscribed by the members of this society shall be the property of the society generally, and not of the branches to which the members respectively belong, and shall be held for and devoted to the payment of the benefits held out in these rules; and any branch leaving the society shall forfeit all the money it has accumulated.

2. Should the funds of this society at any time not exceed the sum of £2 per member, the executive council shall immediately take into consideration the propriety of either increasing the rate of contributions, or of reducing the amount paid for benefits, as they may deem most advisable. The members shall decide by vote which plan shall be adopted.

3. As soon as the executive council find that the funds are reduced to the amount named in the above section, they shall issue a circular to the society for the purpose of taking the votes as named above. If they neglect to do this within three months they shall be fined the sum of £1 each.

4. The executive council shall have power to grant any sum not exceeding £20 from the general fund to any branch of the society who may have a dispute with their employers, and to other societies in distress, when, after a careful examination, they consider the case a deserving one; but should any case come under their notice worthy of support, and they consider the powers invested in them not sufficient to meet it, they can make an appeal to the society through the monthly report or by circular, stating the facts of the case, when the members shall have power to grant a further sum, if they consider it necessary. The society shall by vote have the power to grant, for any purpose whatever, any sum from the general fund. The funds of the society to be invested in the post-office savings bank unless otherwise ordered by the executive council.

RULE 37.—*The reserve fund.*

1. That the sum of £2 per member shall be considered a reserve fund, which shall be invested as far as practicable in sums of £1,000, and one trustee shall be appointed for every investment. All deeds, bonds, and papers appertaining to this fund shall be deposited in the general office.

2. The trustees for the reserve fund shall be chosen from the lodges within a radius of 40 miles of the general office. Each lodge shall have the power of nominating two; their names shall be submitted to the members through the monthly report for election by vote. Each member will have as many votes as there are trustees required; but he can only give one vote to any candidate.

3. The executive council shall propose the places in which to invest the reserve fund, and the same shall be submitted to the members to decide by vote.

4. An order, bearing the executive council's stamp, with the signatures of two trustees, general secretary, and chairman of the executive council, shall be obtained before withdrawing any money from the reserve fund, either interest or principal.

5. In case of death, resignation, removal, or misconduct of any of the trustees, the companies with whom the money is invested shall substitute other names on receiving instructions from the general secretary, signed and stamped by the executive council.

6. The executive council shall have a banking account, and the interest on the reserve-fund investment shall be handed over to them for defraying the general expenses of the society.

7. The money for the establishment of this fund shall be drawn from the lodges in proportion to the amount of money they have, leaving an equal sum per member in each lodge.

RULE 38.—*Benevolent fund.*

1. Sixpence in the pound, paid per annum as contributions, shall be taken for benevolent purposes, which shall be under the control of the executive council.

2. The widow of any deceased member who is in need of, and applies for, assistance to the lodge of which her deceased husband was a member, within twelve months of his death, the officers of the lodge shall send the application to the executive council, with a recommendation or otherwise, when the executive council shall have power to grant £5 to the widow, and £1 to each child under twelve years of age, or withhold the same, as they may decide.

3. The widows of all members who may have been in the society not less than six months, and the widow of any member who may not be in benefit at the time of death may make application for assistance; but if the case is not a deserving one the executive council may refuse to grant.

4. When children are left without any parents at the death of the father, they shall (with the approval of the executive council) receive the £5 which the mother would have been entitled to if she had been living, in addition to their own grant. The officers of the lodge of which their father was a member shall become trustees for the children.

5. The cases of any other distressed members may be sent to the executive council, but through the lodges only where they are members, when full particulars of each case must be sent, when they shall have power to grant any sums the cases may deserve, if there be funds to meet it. This fund was established to prevent appeal circulars being issued.

RULE 39.—*Summoned meetings.*

1. That in order that every member may be acquainted with the business transacted at various times at meetings called for special purposes, they shall be required to attend all such meetings, and for this purpose a summons be duly sent to each member, except there be more than one member in the shop, then one summons shall be sent

to every ten members. Branches can adopt any other system that will better suit their purposes for calling meetings. Members not attending at the time specified in the summons shall be fined 6d.; any member falsely stating that he is sick or working shall be fined 1s.; sick members and members working to be exempt, also members over sixty years of age, and any secretary not forwarding summonses according to this rule shall be fined 6d. for such neglect. Members living more than 3 miles from the meeting house to be exempt.

2. That no member be allowed to leave the room after the meeting is opened until its close more than a quarter of an hour without the president's leave, or be fined 3d., and 3d. per hour for every hour exceeding that time. All business transacted at a general meeting when duly summoned, shall be binding on all members of the branch, if such business is in accordance with general rule. And such business cannot be set aside unless by another special summoned meeting, when the object of the meeting shall be stated on the summons. The fines can be taken from the members' contributions at the end of the quarter, if not paid within that time. All fines for non-attendance at summoned meetings may go to the benevolent fund of the lodges, but any officer or officers guilty of appropriating any other fines to the benevolent fund of the lodge shall be fined the sum of 5s. for the first offense and 10s. for the second. N. B.—None of the expenses for delivering summonses shall be taken from the general fund.

3. When any question is submitted to the order to be voted upon, either through the monthly report or by circular, the votes shall be taken at branch meetings summoned for the purpose, and the number of votes given by members present, and who are in benefit, are the only votes to be sent to the general office. The president must see that the number of votes actually recorded are entered into the minute-book of the lodge at the time the votes were taken. And should the president and secretary send an incorrect record of votes to the general office, they shall be fined 20s. each for the first offense and 40s. each for the second, and if detected the third time they shall be removed from office and be suspended from all benefits for six months. The council shall have the power to send for the minute-book of any lodge if they doubt the correctness of the votes returned.

4. In the monthly reports of January, April, July, and October of each year, a new pass-word shall be issued from the executive council to the various lodges, and the president shall give out the same on the first lodge night after receiving the report, and no member be allowed to enter any club-room without the same.

5. No visiting member shall enter any branch without giving the pass-word, or answering any question satisfactorily to the president. No visiting member shall be allowed to speak or express an opinion on the proceedings of that meeting without first receiving the approbation of the members then present; and such visiting member shall on no account be allowed to vote. Should he persist in speaking when called to order by the president he shall be fined 2s. 6d.

RULE 40.—*Members preferring a charge against another.*

1. Should any member or members slander another by designing, writing, publishing, or by any other means bring such member into disrepute, or use threatening language, so as to intimidate him, he shall have the power to prefer a charge against the offender or offenders for so doing, by giving particulars of the charge, in writing, to the secretary of his branch, and depositing the sum of 5s.; and if the case be decided in favor of the person preferring the charge, the same shall be refunded, but if not proved or found to be frivolous and vexatious, to forfeit the same to defray expenses; but should the case be proved, the guilty party shall pay all expenses, with any additional fine, not exceeding £5, the committee may think proper. The secretary shall inform the president and committee of the same as early as possible, and have the parties in attendance. The secretary shall inform such parties as may be concerned, at least six clear days previous to the case being heard, in order that they may be in attendance to give such evidence as may be required, so as to enable them to come to a just decision. Should they not be satisfied with such decision, they shall have power to appeal to the district committee, if they have one, or the executive council; but in either case this decision must be final.

2. Should any member or members improperly reflect on the decision of a committee or branch, legally convened, so as to bring the same into contempt or ridicule, shall, on proof thereof, be fined 10s. for each offense.

3. That any officer or member divulging the name of any member who has voted against any person proposed to become a member of this society, or making it known that any member or members have voted for or against any member proposed to hold office, or representing any part of the business of a meeting to any superiors of a shop, so as to bring a member or members into the anger of such superiors of a shop, or refusing to give the name of a person who shall speak of the transactions so as to bring either member or members of the society into disrepute, either of the members so

offending shall be fined in any sum the committee may think fit, so as not to exceed £5 for the first offense, and if guilty of the second offense his case shall be submitted to the district committee or the executive council, who shall have power to expel him.

RULE 41.—*Members guilty of fraud.*

1. If any member be guilty of fraud or any other disgraceful conduct, or follow any evil, wicked, or notorious practice, contrary to law, or use any unlawful means in procuring a livelihood, if proof be made thereof, his branch shall have the power to fine him any sum not exceeding £5, and if any case be referred to the executive council they shall have the power to fine him any sum not exceeding £5, or expel him. Any member being convicted of dishonest practices by a court of justice shall be summoned before the committee of the branch to which he belongs, and shall be liable to exclusion, or such suspension as they may feel justified in inflicting; but no member shall be excluded before he has been summoned before the committee. Should it be proved to the executive council at any time that such member was falsely convicted, he shall be reinstated in the society by paying the whole of his arrears, for which the society shall grant him a reasonable time.

2. Any person wishing to become a member of this society after being found guilty of violating this rule, shall prove by his good behavior, to the satisfaction of the branch and executive council when such application shall be made, that he has redeemed his character, and that none, if approved of, shall enter less than two years after expiration of sentence; and should he be permitted to work with our members during the two years, he shall pay trade protection money.

RULE 42.—*Members' duty to each other.*

1. That any member desirous of benefiting the society shall consider it his duty to acquaint a brother of any place where employment may be obtained. Any member using his influence to obtain employment for a non-member shall be fined for such offense 10s. Any member losing time to obtain work for one or more members, after having the sanction of the secretary or committee, shall be paid for his loss of time, upon making application and proving the same to the satisfaction of the committee of his branch.

2. That if any employer should be injured by the misconduct of any member or members of this society, and the same be proved to the satisfaction of the committee of his or their branch, such member or members shall be fined from the sum of 10s. to £5, but not to exceed that sum; if not paid within three months to be placed against them as arrears.

RULE 43.—*Fines.*

1. Any member of this society being fined, shall be informed of the same within fourteen days after conviction, and if not paid within three months after such notice, to be charged against him as contributions. No secretary shall be required to give such notice if the said member was present when the fine was inflicted. Any member of this society being fined, his name shall be posted in the lodge-room for two consecutive lodge nights after the infliction thereof; and should any member leave the society through any fines inflicted, he shall not enter again in any other branch until he has paid all the other fines against him. Any member or officer screening another member from paying his fine shall pay it himself, or be suspended from all benefits until paid; and no member shall be allowed to appeal against any fine inflicted, unless he shall have previously paid the fine.

2. All fines shall be paid in three months, or be placed against them as arrears of contributions, unless otherwise ordered by a district committee or the executive council. All fines, except for non-attendance at summoned meetings, must go to the general fund. Any member being aggrieved at any fines inflicted upon him shall have the power to appeal to the sitting committee, either verbally or in writing.

RULE 44.—*Members who are volunteers or militiamen.*

1. That any member of this society receiving an accident while on duty as a volunteer or militiaman shall not be entitled to either sick pay or bonus money. Any member leaving his situation to attend the duties as a volunteer or militiaman shall not be entitled to traveling relief or home donation until he has again been in employment four weeks.

RULE 45.—*Members' conduct at the society's meetings.*

1. Any member causing a quarrel, swearing, or using any abusive language in any of the society's meetings shall be fined 2s. 6d. Any member not obeying the presi-

dent when called to order three times shall be fined 2s. 6d.; should he continue disorderly he shall be expelled the room for that evening, if necessary by force. Any member introducing topics not consonant with the society's business shall be fined 2s. 6d. Whenever any motion has been decided upon no one shall be allowed to speak on the subject any longer. The president neglecting to levy any of the fines shall be fined 1s.; or any member conniving at or endeavoring to vindicate the conduct of a member having so offended, shall be fined 2s. 6d.

2. If any member, after being expelled from the room for ill conduct, remain outside, and by his vociferations annoy and disturb those within, the president shall desire the doorkeeper to order him out of the hearing of the room, and on his refusing to comply he shall be fined 2s. 6d. for the first half hour and 1s. for every succeeding half hour he may continue at or near the door to disturb the meeting. If any member aggravate another to strike him, both he and the striking party shall be fined 5s., but if striking in the lodge shall be fined 10s.; and any member not giving any provocation, but only standing in his own defense, if he can prove this to the satisfaction of the branch he belongs to, shall not be subject to the above fines, and, if necessary, the matter to be settled by the committee and witnesses to be heard on both sides if required.

3. That during meeting hours only one member shall be allowed to speak at once, and be upstanding, and shall address his discourse to the president, who shall allow no other member to interrupt him while speaking; and each member shall be allowed to speak three times on one subject, but to occupy not more than ten minutes each time; the mover shall be allowed once extra to reply, and if wandering from the subject the president shall call him to order, and when set right he may proceed with his discourse. Should any one act so improperly as to interrupt a member while speaking by hissing, laughing, mocking, or in any way making game of his person so as to retard the business of the meeting, such member so offending shall be fined 6d. for the first offense, 1s. for the second offence, and for the third offense to be expelled from the room for that evening. All members entering the room shall address the president, and during meeting hours no member will be allowed to address the president while the room door is open.

4. All full members shall have the right of speaking or voting on any business of the society two months after admission, with the exception of the election of officers, when they must have been in the society six months. No member shall be elected or appointed to any office unless he has been twelve months in the society, except in new branches. No money is to be received on meeting nights without contribution cards, except when justifiable reasons can be given to the members present, and it be left to the discretion of the members of each branch as to the time of receiving contributions.

5. If any member censure another whilst out of the society's room for giving his opinion at any of its meetings, he shall be fined 10s. for the first offense and 20s. for the second offense. Any member upbraiding another for receiving any of the benefits of the society shall be fined 2s. 6d. for each offense. Should any member strike another he shall be fined 5s. for the first offense, 10s. for the second, and £1 for the third. Or if any member upbraid another for leaving a situation and returning to it again (if he has done so to the satisfaction of his branch) he shall for each offense be fined 5s.

RULE 46.—*Trade protection members.*

1. Any person above forty-five years of age, and working at any of the branches of the trade named in these rules, may be admitted as a trade protection member by the payment of 10s. as entrance money and 2s. per month as contributions; and should any dispute arise in any shop, and he lose his employment thereby, he shall be entitled to benefit as before provided from the general fund.

2. If he removes from one place to another his clearance shall be sent to the nearest branch where he is employed, if such branch is within 5 miles. The clearance shall contain all particulars respecting his arrears, entrance, &c., and should he owe more than twelve week's contributions he shall not be entitled to any benefits; and if six months in arrears his name shall be reported as run out through the monthly, and he shall not be again admitted without paying an entrance fee of 10s., with an additional sum of 5s. for each time he re-enters. He shall be exempt from paying contributions while sick by producing a surgeon's declaring-on-and-off note if required; also from paying bonus levies. Any member declaring himself sick when he is not shall be fined 5s.

3. It shall be optional with lodges whether or not they admit trade protection members into the meeting rooms during business hours; but any member desiring to be admitted shall apply in writing to the president, who shall bring the case before the following lodge meeting, when the members shall have a month to consider the application and decide the case, but in no case shall he have a vote, and should any trade

protection member misconduct himself the members shall have power to refuse him admission in the future.

4. Any one, through physical inability, not being able to join the society as a full member, shall be allowed to come under this rule. In no case shall he be initiated the same evening he is proposed. Trade protection members will be exempt from paying contributions by signing vacant-book when out of employment.

RULE 47.—Engine-room artificers.

1. Any member of this society joining Her Majesty's service as engine-room artificer may continue a member by paying 2s. per month while remaining in such service, but shall only be entitled to funeral money and bonus. It is optional with any member either to come under this rule or remain a full member and pay full contributions; but no member shall be allowed to come under the full-pay rule over the age of forty years.

RULE 48.—New rules or alteration of rules.

1. When any alterations of rules are required, or new rules made, the same shall be done by a general council meeting representing the whole of the members of this society; or by submitting such alterations or new rules to the whole order, by circular or otherwise, and the same to be decided by the majority of votes.

2. This society may be dissolved by consent of four-fifths of the members who are in benefit at the time of taking the votes, and every member thus in benefit who votes for the dissolution of the society shall sign a petition to that effect at the meeting when the votes are taken, and the petition containing the names shall be sent to the general office within six days after the meeting, when the executive council shall issue the result of the voting in the following monthly report; and if the requisite number is obtained for the dissolution of the society the same shall be dissolved accordingly, when all the funds and property of the society shall be equally divided amongst the members in benefit.

3. Should any officer or member attempt, either publicly or privately, to induce any branch or district to secede from the society he or they shall be expelled.

RULE 49.—Inspection of books.

1. The income and expenditure books of any branch, also the books containing the names of each member, shall be open for inspection at the various meeting houses, to all free members, and every person having an interest in the funds, any evening between the hours of seven and nine (Sundays excepted), by giving the secretary of such branch twenty-four hours' notice thereof.

2. Any free member or person having an interest in the funds wishing to examine the income and expenditure and registration books at the head office can do so any day (Sundays excepted), between the hours of 10 a. m. to 4 p. m., by giving three days' notice.

3. Any member giving notice to inspect the books to any secretary of the various branches, and the secretary, after receiving such notice and taking the books to the meeting house, and the member giving such notice failing to attend, thereby causing the secretary trouble, shall pay any reasonable sum as may be named by the branch to remunerate the secretary, unless satisfactory proof be given to a majority of the members of his branch that he could not so attend through sickness or otherwise.

4. Any one willfully damaging any book or books by defacing the same, or tearing or cutting any leaves, or any portion thereof, the executive council shall take such steps to punish him legally as they may think proper.

RULE 50.—Claims on the society.

1. All claims made on the society, either by a member or any one acting on his behalf, or the friends of a deceased member, shall be made to the branch to which he is, or was, a member; and if the claim made is in accordance with the rules of this society, it shall be paid as the rules direct.

2. If there should be any doubt as to the legality of the claim the case shall be investigated by the branch committee, and if they cannot decide the case it shall be transferred to the executive council, to whom every information respecting the claim shall be submitted, when they shall decide it.

3. Should the claimants not be satisfied with the executive council's decision, they shall have power to appeal to the society through the monthly report, by the payment of 10s. in advance, to meet the expenses, when the case shall be decided by the vote of the members, which shall be final, and against which there shall be no appeal. If the decision of the members is in favor of the claimant, the 10s. shall be refunded.

FORM FOR DECLARING ON SICK BENEFIT.

[Date.]

To the secretary of the ——— branch of the Boiler-makers and Iron-ship Builders' Society:

This is to certify that I, ———, No. —, residing at ———, am ill, and have been unable to attend my employment since the* — day of ———, 18—, and therefore declare on the sick benefit of the society.

FORM FOR DECLARING OFF SICK BENEFIT.

[Date.]

To the secretary of the ——— branch of the Boiler-makers and Iron-ship Builders' Society:

This is to certify that I, ———, No. —, have recovered from my late illness, and was able to resume work on the — day of ———, 18—.

OFFICERS' SALARIES.

Presidents' salaries.

Per quarter.

50 members and under.....	2s. 6d.
50 members and under 100.....	3 6
100 members and under 150.....	4 6
150 members and under 200.....	5 6
200 members and under 250.....	6 6
250 members and under 300.....	7 6
Vice-president.....	2 6

Secretaries' salaries.

Number of members.	Per quarter.	Number of members.	Per quarter.
	£ s. d.		£ s. d.
10.....	0 6 3	160.....	2 0 0
15.....	0 7 0	165.....	2 1 3
20.....	0 8 3	170.....	2 2 6
25.....	0 9 3	175.....	2 3 9
30.....	0 10 3	180.....	2 5 0
35.....	0 11 6	185.....	2 6 3
40.....	0 13 0	190.....	2 7 6
45.....	0 14 3	195.....	2 8 9
50.....	0 15 3	200.....	2 10 0
55.....	0 16 6	205.....	2 11 3
60.....	0 17 9	210.....	2 12 6
65.....	0 19 0	215.....	2 13 9
70.....	1 0 0	220.....	2 15 0
75.....	1 1 3	225.....	2 16 3
80.....	1 2 3	230.....	2 17 6
85.....	1 3 6	235.....	2 18 9
90.....	1 4 3	240.....	3 0 0
95.....	1 5 3	245.....	3 1 3
100.....	1 6 3	250.....	3 2 6
105.....	1 7 3	255.....	3 3 9
110.....	1 8 0	260.....	3 5 0
115.....	1 9 0	265.....	3 6 3
120.....	1 10 0	270.....	3 7 6
125.....	1 11 3	275.....	3 8 9
130.....	1 12 6	280.....	3 10 0
135.....	1 13 9	285.....	3 11 3
140.....	1 15 0	290.....	3 12 6
145.....	1 16 3	295.....	3 13 9
150.....	1 17 6	300.....	3 15 0
155.....	1 18 9		

All secretaries, in addition to their salaries, to receive per year, when there are from 1 to 50 members, 2s. 6d.; from 51 to 100, 5s.; from 100 to 150, 7s. 6d.; and 6d. for every 20 members above that number, to remunerate secretaries for sending the annual returns to the executive council; the same to be paid after the return is made.

*Here place the date of the first day you were unable to work.

Treasurers' salaries.

Number of members.	Per quarter.	Number of members.	Per quarter.
	£ s. d.		£ s. d.
10.....	0 5 0	160.....	0 10 0
20.....	0 5 4	170.....	0 10 4
30.....	0 5 8	180.....	0 10 8
40.....	0 6 0	190.....	0 11 0
50.....	0 6 4	200.....	0 11 4
60.....	0 6 8	210.....	0 11 8
70.....	0 7 0	220.....	0 12 0
80.....	0 7 4	230.....	0 12 4
90.....	0 7 8	240.....	0 12 8
100.....	0 8 0	250.....	0 13 0
110.....	0 8 4	260.....	0 13 4
120.....	0 8 8	270.....	0 13 8
130.....	0 9 0	280.....	0 14 0
140.....	0 9 4	290.....	0 14 4
150.....	0 9 8	300.....	0 14 8

Auditors' salaries.

Number of members.	Amount.	Number of members.	Amount.
	£ s. d.		£ s. d.
25 and under.....	0 1 0	150 and under 175.....	0 3 0
25 and under 50.....	0 1 4	175 and under 200.....	0 3 4
50 and under 75.....	0 1 8	200 and under 225.....	0 3 8
75 and under 100.....	0 2 0	225 and under 250.....	0 4 0
100 and under 125.....	0 2 4	250 and under 275.....	0 4 4
125 and under 150.....	0 2 8	275 and under 300.....	0 4 8

The sums named in this scale to be paid each auditor.

STEWARDS: 2s. 6d. per quarter, and 2d. per week for each sick member, provided he visits him twice in each week.

OUTSIDE GUARDIAN: 3s. per quarter.

Scale of entrances.

	£ s. d.
From 20 to 25 years of age.....	0 7 6
From 25 to 30 years of age.....	0 12 6
From 30 to 35 years of age.....	0 15 0
Trade protection members.....	0 10 0
Honorary members.....	1 0 0

Run-out members shall pay, for the first time on their re-entering, an additional sum to the usual entrance fee of 10s.; second time, 20s.; third time, 30s.

Scale of contributions.

	s. d.
Full members, every four weeks.....	4 0
Honorary members.....	2 6
Artificers.....	2 0
Trade protection members.....	2 0

We, the undersigned members of the Boiler-makers and Iron-ship Builders' Society, hereby subscribe our names in accordance with the 6th section of the trades-union act, 34 and 35 Vic., chap. 31.

CHRISTOPHER HARRISON.
ROBERT BEEBY.
JOHN BROWN.
GEORGE WATTERS.
JAMES WOODS.
WILLIAM SNOWBALL.
JAMES McALLISTER.

R. KNIGHT, *General Secretary.*

[Trades-union acts, 1871 and 1876. Certificate of registry of complete alteration of rules. United Society of Boiler-makers and Iron-Ship Builders, a trades union. Register No. 3.]

It is hereby certified that the set of rules, copy whereof is appended hereto, has been registered under the above-mentioned acts in substitution for the set of rules already registered for the United Society of Boiler-makers and Iron-Ship Builders, a trades-union, this 24th day of March, 1881.

J. M. LUDLOW.

Copy kept.

J. M. L.

FORM OF DECLARATION.

All candidates, before admission, must sign the following declaration:

I, _____, residing at _____, do hereby declare that I am under the age of _____ years, and that I follow the trade of boiler-making and iron-ship building, and am not afflicted with any periodical complaint or disorder, and also that I will conform to, and abide by, all the rules of the society, or submit to the penalties therein contained. And, should it ever be proved that I have made any false statement in this declaration, I will forfeit all claims upon the society. In witness thereof, I have hereunto set my name _____, this _____ day of _____, 18—.

Witness:

_____.

Trades-union act (1871) amendment act, clause 10.

A member of a trade union, not being under the age of sixteen years, may, by writing under his hand, delivered at, or sent to, the registered office of the trades union, nominate any person not being an officer or servant of the trades-union (unless such officer or servant is the husband, wife, father, mother, child, brother, sister, nephew, or niece of the nominator), to whom any moneys payable on the death of such member, not exceeding £50, shall be paid at his decease, and may from time to time revoke or vary such nomination by a writing under his hand similarly delivered or sent, and, on receiving satisfactory proof of the death of a nominator, the trades-union shall pay the nominee the amount due to the deceased member, not exceeding the sum aforesaid.

9. RULES AND REGULATIONS OF THE ASSOCIATED SHIPWRIGHTS' SOCIETY.

[Adopted at Glasgow, by delegates from several ports and districts, February, 1882. Registered pursuant to trades-unions acts, 1871 and 1876.]

PREAMBLE.

According to the experience and testimony of high authorities in commercial circles, there has been, and always will be, periods of prosperity and periods of depression in trade. That this is so many shipwrights as well as other tradesmen can verify by bitter experience. During these dull times it has often been regretted by many shipwrights that no provision was made in our present societies for assistance during such days of adversity.

Therefore, to meet this much-felt want, and also to bind the members of our trade into a closer bond of unity, and to endeavor to dispose of many of the incongruities of our present system, "The Associated Shipwrights' Society" was instituted.

The shipwrights in several ports and districts sent delegates to a meeting in Glasgow in February, 1882, when the following code of rules was adopted, the objects of which are to unite together the members of the trade, so as to successfully resist all encroachments on their interests, and to secure to them assistance in time of need.

Instead of an "association of atoms," a general society of this nature will, in seasons of depression of trade, and in cases of loss of tools by fire or shipwreck, sickness, accident, old age, or death, afford security and support to those who have a right to them.

It is divided into sections, with the object of endeavoring to meet every argument possible which is now urged by non-members against joining our present societies, and to obviate the objections and difficulties many local societies have in forming a general association.

Therefore, all can have one common basis in the first or trade protection section. Surely it is not too much to ask a small sum per week from every shipwright to assist to support that trade upon which his material wants depend. As there must be many in that position now, we hope they will embrace this opportunity.

Further, shipwright members in one port will be bona fide members in any other port adopting this proposal, and thus dispose of one of the great grievances of the present system of members having to join the society in each port where he may be forced to seek for work, in fulfilment of the command to earn their bread by "the sweat of their brow."

By providing the second or unemployed benefit section, it gives all those members willing, and who see the great necessity for such a provision being made, to do so.

It is a lamentable fact that few among the toiling masses are enabled or are provided enough to save from their hard earnings sufficient to carry them over the periods of adversity. Therefore, by supporting this section, they will at least, in some measure, provide to keep the wolf, hunger, from the door while seeking work but finding none.

The third or friendly section, to be the various local societies in each port—more especially in so far as their friendly benefits are concerned, and to be entirely under local control as at present, and thus enable present societies to get over the great difficulty of forming one association.

It must be distinctly understood it will only be those who subscribe to the respective funds can receive any benefit therefrom.

As every member will be supplied on demand with a copy of these rules, no excuse of ignorance will be accepted in extenuation of any violation of the same.

RULES.

RULE 1.

This society shall be called "The Associated Shipwrights."

The registered office of this association will be situated at 8 Rosevale street, Patrick, Glasgow, for the time being, and elsewhere as may be arranged by the votes of the members, as provided in rule 40. In the case of any change of the place of business of the society, intimation thereof must be sent to the registrar forthwith.

The objects of this society are to act as an auxiliary, or otherwise, to the present local societies in each port, and to establish branches of the same where deemed advisable. To join the members of the trade in a stronger bond of unity, and to raise a fund in the manner hereinafter provided, in order to afford support to its members in cases of loss of tools by fire or shipwreck, assistance to members out of employment, protection of the trade, disputes connected therewith, all existing privileges, and in those branches which adopt a friendly section, assistance to members in cases of accident, sickness, superannuation, or death.

It shall be divided into branches, which shall be formed in such numbers and districts as may be deemed necessary, in conformity with the rule provided for that purpose.

RULE 2.—*Constitution of a branch.*

That wherever a society joins this association, whose rules do not contain regulations to work a branch in conformity with these laws, they shall be guided by the general regulations, as herein set forth.

A branch shall at least have ten members before it can be constituted in connection with this society, except in certain cases, as may be decided by the E. C. And if at any time it be considered advantageous to its interests or for extending its usefulness, where any branch in any port or district numbers over 300 members, another branch may be opened in the most suitable situation in the port or district where such a course has been agreed to.

RULE 3.—*Government of a branch.*

Each branch shall be governed by a committee of management, composed of president, vice-president, treasurer, secretary (assistant secretary, when required), check-book keeper, and a standing committee.

Branches with less than 30 members to have no vice-president.

RULE 4.—*Nomination of branch office-bearers.*

If no regulations exist in conformity with the spirit of these rules in the present societies becoming branches, as to nomination and election of office-bearers, they shall be appointed according to the succeeding formula.

Candidates for the office of president, vice-president, treasurer, secretary (assistant secretary, when one is required), and check-book keeper, must be nominated at least two weeks previous to election. They must be members of both trade and friendly sections if in a branch where both exist. They must not be more than three months in arrears of contributions, and have paid all fines, levies, and other moneys due, before being eligible for office (except in new branches), and special cases of which the E. C. shall judge.

Members may be nominated, though not present at the meeting; but, when such is the case, it shall be imperative that the secretary communicate the same, in writing, to each member so nominated, within three days thereafter. If not in possession of the nominee's address the proposer shall be held to supply the same; and, if the member declines to stand for office, he must send to the secretary a written refusal, stating reasons for so declining, within six days after receiving secretary's notice; failing to do so, he shall be held as standing for election.

In any case of refusal, should the branch not be satisfied with the reason given for so doing, he shall be liable to a fine of 1s., unless in cases of re-election.

RULE 5.—*Election of office-bearers.*

The president, vice-president, treasurer, check-book keeper, when duly elected, shall continue in office for six months, and may be re-elected to their respective offices at the expiry of that time. The above-named officers to be elected from the candidates on nomination, by a majority of the votes of the members present at a general meeting of the branch.

Said officers to be paid as per scale of salaries as may be agreed on.

RULE 6.—*Branch secretary.*

The secretary of each branch (and assistant secretary when required) shall be elected for a period of twelve months on the meeting night for the election of office-bearers, and on the expiry of said term he shall be eligible for re-election. Any candidate for this office must have been eighteen months a good member of the society (except in new branch).

Any secretary resigning previous to the expiry of his term of office shall give one month's notice to his branch of such intention. The branch committee to inspect his books, documents, &c., and hand over the same to his successor; and should his books and documents not be satisfactory to the majority of his branch, he shall pay all expenses connected with the auditing of the same, and, as a penalty, forfeit the remainder of his salary—the branch or E. C. to have power to mitigate or increase the penalty according to circumstances.

Secretary to be paid per scale as may be agreed on.

RULE 7.—*Branch committee and duties.*

The committee shall be nominated and elected according to rule, and hold office for six months, the one-half or majority and minority retiring alternately every three months. Branches with less than 20 members, the office-bearers to be the sole committee of management; branches with more than 20, and less than 50 members to have 1 member on committee; with 50, and less than 100, 2 members on committee; branches with more than 100 members, to have one more member on committee for every hundred or part of a hundred above the first, but no branch to have more than 7 members on a standing committee.

The duty of the committee in each branch is to form a council to act in concert with the office-bearers for any purpose for which their services may be required. They shall govern the affairs of the branch between the general meetings, scrutinize all applicants for membership, and watch over the general interest of the branch and the society at large, and shall see that the regulations of the trade are complied with as far as possible.

The committee shall have the management of the funds of the branch, and shall disburse them according to the laws and rules of this society, and shall render the secretary every assistance in their power in making up the quarterly and other reports required.

The majority of the committee, including office-bearers, being present, shall form a quorum, without which number they shall not transact any business. At every meeting of committee or general meeting of members they shall take their turn in attending to the door and in assisting the chairman to keep order as may be required.

Every office-bearer and member of committee shall be required to attend every meeting of his branch, special or ordinary.

Members of committee shall be allowed the sum of 6d. each night he attends the

committee meetings, and if absent without sending to the preses or secretary reasons satisfactory to the committee, shall forfeit the same, and may be fined 6d. besides.

Members appointed to act in joint-action committees to be paid committee pay.

All committee minutes to be read at the succeeding meeting of members, if required.

RULE 8.—*Duties of branch president.*

The president shall be nominated and elected according to rule. He shall preside at all meetings of his branch—committee, general, or special—and conduct the business, or see it conducted, in a proper manner; and in accordance with the rules of the society he shall see the resolutions of such meetings carried out, shall sign all minutes when approved of, and all orders and other documents when authorized to do so. In cases of emergency he shall have power, in conjunction with the secretary, to convene special meetings of the committee or of the branch. But he shall be bound to convene a special meeting of the branch if requisitioned to do so by seven members, but said members must clearly state the business they wish the meeting called for.

In branches with no assistant secretary he shall take the minutes of all committee meetings if required, and, with the assistance of the committee, he shall see to the opening and closing of places of meeting, and that no non-members are admitted, except by decision of meeting.

The president to have a vote as a member and the casting vote in all cases of parity except such casting vote affects in a direct manner the funds of this society.

RULE 9.—*Duties of branch vice-president.*

The vice-president shall take the place of the president in his absence. He shall have a seat in committee, and act and be remunerated as a member of committee, excepting when acting chairman, for which he shall receive an extra amount as may be agreed to. In the event of both president and vice-president being unavoidably absent at either general or committee meeting, the meeting shall elect their own chairman, who shall discharge all the duties of the office.

The president or vice-president shall be liable in a penalty of 6d. each for non-attendance at every meeting where required, unless a satisfactory reason in writing is forwarded.

RULE 10.—*Duties of branch treasurer.*

The branch treasurer must be a respectable householder, and shall give satisfactory security, either by bond or otherwise, as the branch may deem necessary. His duty shall be to receive all moneys collected for, or on account of this society; pay all lawful debts incurred by the branch, according to the rules, and transact the general money concerns of the same, under the guidance and advice of the committee; submit to the committee an account of the financial transactions every committee meeting night. He shall keep a clear and correct account of all moneys received and disbursed by him for the branch, classified under its respective heads, and sections must at any time, after one day's notice, be prepared to render an account of his intromissions. He shall attend all committee meetings and otherwise, as required, to transact the financial business of the society.

He shall at no time have in his possession of the funds of this society more than according to the following scale: Under 30 members, £2; 30 and under 70, £4; 70 and under 130, £6; 130 and under 200, £8; 200 and under 300, £10. Branches with more than 300 members to have a proportionate amount on hand, but no branch treasurer to have more than £12 on hand; all other moneys, above the sums allowed in rule 17 to be remitted to the executive committee. If his conduct become unsatisfactory in financial transactions, he will be subject to instant dismissal, and another appointed at the first meeting in his place.

On leaving or resigning office his books to be audited by the auditors of the branch; and should any deficiency arise in the funds, he shall make good the same, and be fined as the circumstances of the case may demand; and in no case is his salary to be paid before the books are audited.

RULE 11.—*Duties of branch secretary.*

The branch secretary shall attend all meetings of his branch—committee, general, special, or otherwise. Should he not be able to attend in any case, he will require to provide a suitable substitute.

He shall keep a clear and correct account of the income and expenditure of all financial transactions of the branch, minute all proceedings of general or special

meetings of the members, in a book kept for the purpose; and, where practicable, all committee meetings; fill up all cards and other papers, give copies of all documents for printing, manage all correspondence, read all letters sent and received by him on the business of the society. He shall transmit monthly, or, as required, to the executive committee, a detailed and correct balance sheet of the income and expenditure of the branch; also a statement as to the state of trade, and forward all amendments, alterations, or additions of the branch, on any proposition before the society.

He shall forward, every quarter, a correct statement of the number of hours worked, and standard wage of the port.

He shall furnish, annually, the nearest approximate to the number of journeymen and apprentices at the trade in the port.

He shall forward, within three days, the name and branch number of every new member or re-entry to the general secretary after every initiation night, for the purpose of receiving a registered number (which must not be altered) from the general registrar.

He shall forward the name and registered number of all members who have drawn a transfer card, with date of same, on which shall be shown all arrears, levies, or fines due by said member. Forward also the decision of the branch on any question wherein our laws are silent, with the number of votes recorded for or against; also the votes on any question submitted by the executive committee; failing to do so, it shall be published in the reports, and be liable to a fine besides.

Secretaries writing the executive committee or other branches, to prepay their letters; not doing so, to be fined 3*d.* for each offense.

It shall be the duty of every branch secretary, in all cases of dispute and grievances, to report to the executive committee all decisions on the same by the branch, with a correct report of all deputations, conferences, &c., and all information possible, every two or three days, and likewise to all branches similarly situated.

All applications for benefit must be made to the secretary in writing, who shall examine the applicant's pence-book, deducting all arrears, levies, fines, and all moneys due the society from whatever cause; he shall then hand the same to the chairman; the committee being satisfied, the chairman shall sign it, and remit to the treasurer for payment.

RULE 12.—*Duties of check-book keeper.*

The check-book keeper shall be elected in the same manner as the other officers.

He shall attend the usual committee and other meetings as required, along with the secretary, and enter into the check-book all members' contributions as read progressively by the collectors.

He shall be fined 6*d.* for non-attendance, unless he sends a satisfactory reason for absence.

RULE 13.—*Duties of branch auditors.*

Two auditors who have been members for six months, except in new branches, shall be elected at the quarterly meetings, and shall serve for six months, one retiring every quarter. In the event of any auditor leaving the port or district, another to be elected in his room, at least two weeks before the end of the quarter.

Their duties shall be to audit, each quarter, all books, receipts, &c., belonging to the branch, and all receipts, documents, &c., connected with the financial transactions of their branch to be produced for their inspection, and all cash on hand; they shall examine the expenditure and insist on receipts for all items.

They shall see that the members' contributions are properly entered in the secretary's ledger, and that they correspond with the check-book and the collectors' books, and that each member's arrears are correctly entered and carried forward.

They shall examine the arrears of all who have been in receipt of benefit during the quarter, and see that in no case have members received their benefits improperly, but in accordance with rule.

They must be prepared with their reports for the quarterly meeting.

Branches must be most particular in the selection of their auditors. They should be capable of averting confusion or mistakes in the books, and prevent any fraud being practiced on the society.

Auditors giving a false declaration of the transactions of the branch will be held responsible for their share of any defalcations that may occur through their neglect of duty.

The president shall read the preceding clause to the members before the election of auditors, and at the time of delivering their report, he shall ask the auditors if each particular duty therein specified has been fulfilled, and whether or not they found the books correctly and intelligibly kept.

Auditors failing to attend to the auditing of the books on receiving notice from

the secretary, or failing to give in their report at the quarterly branch meeting, will be fined 1s. for each neglect, unless they send a satisfactory reason for said neglect. Auditors to be paid in terms of scale as may be agreed on.

RULE 14.—Duties of collectors or yards committeemen.

Where deemed necessary or advantageous to the branch, collectors or yards committeemen shall be appointed at the quarterly meetings of the branch, from among the members working in the respective yards or jobs; they shall serve six months; one or more to be appointed in each yard as required or considered necessary by the branch. In the event of any collector removing from one yard to another he must inform the members of the society working in that yard to appoint another of their number to officiate in his room; failing them doing so, the committee shall appoint one to act. All members are required to assist the collectors to the utmost of their power in the exercise of their duty.

They shall report to the committee any infringement of the rules, or any information from their yard or district affecting the interests of the society. Also, when required, to report the number of members, and non-members, number of apprentices, time of servitude, &c., working in their yard or district.

They shall collect all moneys payable in their several yards or districts, enter the same in a book ruled for the purpose, opposite each member's name, in the required section, and under the date the money was received upon, attend every fortnight, or as may be agreed upon, and enter to the secretary and check-book keeper the members, numbers, names, and amount paid under the respective sections, hand over the total cash received each night to the treasurer, who shall duly receipt the same.

Collectors to be very particular, and enter all moneys received from members into their collecting-book, and correctly transfer the same to secretary's ledger and check-book, and see that their columns correspond with treasurer's receipted money, otherwise all members' contributions signed in their pence-books, not entered in ledger nor check-book, shall be held due from the collector who has received the same, and whose name is signed in the book.

The collectors to be notified to pay the same by the secretary, and if not paid within the quarter to be deducted from commission or salary; and if not then cleared, steps to be taken to cause him to refund the same, and to be fined a sum as the case may require, over and above the amount due, and declared unfit for any office of trust in the future.

They shall receive the sum of 1s. per pound as commission on money collected up to £10, and 6d. per pound on all moneys above £10. Collectors receiving money from members who are in more than one section and in arrears, must place the same to their credit under the respective sections, according to the amount, and not all the sum to any one particular section, and thus endeavor to prevent any imposition being practiced on the society.

RULE 15.—Branch working by-laws.

Branches to make their own by-laws, but they must not be contrary to the spirit of the general laws.

Branches shall draw up and issue through the reports their working rules and by-laws; and where they may at any time be the cause of difference or disputes, they must first be approved of by the society before becoming law.

RULE 16.—Branches submitting questions and appeals—appeals from members.

Branches submitting any question for the consideration of the members of the society, must do so through the E. C. The votes of the various branches to be returned through the E. C., and published by them in the earliest following reports (in a tabular form), showing the majority and minority, as recorded by the votes.

Any branch not satisfied with the decision of the E. C. on any question on which any opinion was asked, may appeal against such decision of the E. C. to the branches. Any branch so appealing must send its appeal, with a statement of the question, to the E. C. for insertion in the report, at least the week previous to the issuing of the report. But previous to such appeal, the branch may appeal to the delegate meeting of the branches. Any branch appealing to the delegate meeting should such be called for the consideration of that branch's business alone, must find security for the expenses thereby incurred, apart from the funds of the society; but no appeal can be made to any other authority than the votes of the members through the various branches of this society. Any member dissatisfied in any case with the decision of the members of his branch, or branch committee, can appeal to the executive committee. If still dissatisfied, he can appeal his case, through the executive committee, to the votes of the members throughout the whole society, whose decision, by majority, shall be final and binding on all members.

RULE 17.—*Branch funds.*

All moneys subscribed by the members of this society shall be the property of the society generally, and not of the branch to which the members respectively belong, and shall be held for and devoted to the payments of the benefits held out in these rules; and any branch leaving the society shall forfeit all the money it has accumulated.

All moneys collected for or on behalf of this society by its branches shall be remitted at least every quarter, or, when the money on hand in branch exceeds the unremitted scale, branches may retain the following sums to meet current expenses, viz: Branches having 10 and under 20 members can retain £10; 20 and under 30, £15; 30 and under 70, £20; 70 and under 130, £25; 130 and under 300, £35. No branch to retain more than the latter sum. All other moneys to be remitted to the E. C.

All moneys retained by the branches shall be banked in the name of the branch preses, treasurer, and secretary, for behoof of the society, except such sums as are allowed to be retained on treasurer's hands, as per rule 10. Each branch shall name the bank where its moneys are to be deposited.

If at any time the funds in the possession of the branch are not sufficient to meet the local expenditure the office-bearers shall forward a duly signed order to the E. C., stating the sum necessary and for what purpose it is required.

In the case of a cessation of work the office-bearers must forward (weekly) the number on the strike-roll entitled to benefit and the amount required for general and strike or branch purposes. Any branch refusing to do so shall not receive any benefit from the funds of this society until it has given entire satisfaction for such neglect of duty.

When a strike or lock-out is ended immediate notice must be sent to the E. C., who will appoint, or cause to be appointed, auditors to audit the accounts in connection with said strike or lock-out, the audit to take place within fourteen days after the close of the dispute. The auditors to be empowered to require all documents, papers, receipts, books, money, &c., to be produced for inspection. The auditor's report to be published in the reports not more than one month after the close of the dispute.

RULE 18.—*Branches seceding.*

In any case where the majority of a branch may secede from the membership of this society the books, documents, moneys, property, &c., shall be held by the minority on behalf of this society; and should the entire branch secede the E. C. for this society shall claim all moneys and other property without any power of appeal against such proceedings in either case.

RULE 19.—*Branch meetings and mode of conducting them.*

The managing committee of the branch shall meet once a fortnight, or oftener if required, and as may be agreed on, for the transaction of the general business of the society.

A general meeting of members of each branch shall be held as required, for the purpose of hearing and considering the reports of the committee, and the reports of the E. C. on the state of the society business, and for any business that may be required. The secretary, or preses, when there is no assistant secretary, shall read the minutes, when required, of the branch committee proceedings.

All members are earnestly requested to attend these meetings, when all the affairs of the society may be fully discussed.

The quarterly or usual meetings of the branch to be called by bill, or otherwise, as may be deemed most advisable.

The most perfect good order shall be preserved in all meetings; every member shall be obedient to a call of order from the chair, on pain of a fine of 2d. for every offense; no personalities shall at any time be permitted. All speakers to confine themselves strictly to the subject of debate. Every member shall address the chair standing uncovered. Any member entering any meeting and acting in a disorderly manner, and so interrupting the business, shall be ejected by the officer of committee upon order from the chair.

No member shall be allowed to address a meeting more than twice upon the same subject without the consent of the chairman, unless answering a question or explaining something he may have said previously.

The first motion on any subject shall be the original, all others upon the subject shall be amendments. After all amendments have been submitted, at the close of the debate, the member who submitted the original motion shall have the liberty of reply to the arguments and amendments urged against his motion; said reply must not exceed ten minutes. The chairman, having summed up, shall then put them to the vote, when the one having the least votes shall be thrown out, and the vote again taken

until only two remain, when the motion having the majority shall be the finding of the branch. And in order that the votes of the branch may be available, especially in closely contested returns, the numbers to be given. No vote from any branch marked unanimous shall be accepted—such vote shall count for nothing, and should not be recorded.

On all ordinary occasions the vote shall be taken by show of hands, but in special cases may be recorded by ballot.

Every member shall express his opinion in becoming language, and no swearing shall be allowed. Members violating this clause shall be fined 6d., and if persisted in shall be expelled the meeting. Members not in benefit are not entitled to vote on financial business.

All meetings must be closed at a quarter past 10 unless agreed upon to continue later by vote of the majority of members present; and no member must leave the room till the close of the meeting, unless leave is granted from the chair.

RULE 20.—*Opening new branches and admittance of societies.*

Any number of persons, not less than ten, except as stated in rule 2, who are desirous of opening a branch, and are qualified according to rule to become members of this society, may, by applying to the executive committee, obtain liberty to do so.

When such application is made, or when it is deemed advisable by the E. C. that a branch should be opened, they shall appoint a deputation of their number, or instruct the nearest or any branch to send a deputation, or both where considered necessary, to assist in opening the new branch.

Any society, or branch of a society of shipwrights, or any number of members thereof, duly qualified persons, may be admitted into this society on the following terms, namely, that they each pay an entrance fee equal to the average worth per member of this society, of 1 and 2 sections, as per last published report. And if wishing to join the second section, they must be under forty years of age, and produce medical certificates of health if required.

But in the event of a large number of able-bodied candidates above said age wishing admission into the second section, the executive committee to take the votes of the association on the same, or on any point that may arise in connection with the admission of societies—the votes of the members to decide.

All such so joining must pay the required entry money within six months, otherwise what is paid shall be forfeited to the society; and no one shall be considered a member until his entry money has been cleared—those already six months' members shall then be free members; those not six months shall require to run the remainder of the probationary period.

All applications under this rule to be made to the E. C., who shall have power to refuse any person admittance if it be proved he has been guilty of any irregular conduct in this or any other society.

RULE 21.—*Arrangements with other trades and trades' councils.*

In cases where trades apply to any branch for assistance, the branch, after due investigation, shall forward the application to the E. C. with full information; or when application is made to the E. C., and they deem it necessary, a special circular may be issued to the branches for their votes on the application.

No branch to enter into any arrangement with any other trade, whereby expenses may be incurred, without the sanction of the society.

The E. C. to have power to vote a sum not exceeding £5.

But in those ports or districts where trades' councils are, or may be established, branches either singly or combined are empowered to be represented thereat if they so resolve; but no such connection to be made by any branch or district which will necessitate a greater outlay than £3 at most per annum, unless first having received the sanction of the E. C.

RULE 22.—*Books, stationery, &c.*

Branch-books, stationery, rules, cards, &c., to be furnished through the E. C., except such as may be agreed by the E. C. to be secured locally when deemed advisable, and thereby secure all books required of a uniform pattern.

RULE 23.—*Arrears.*

Members of any section allowing the arrears of their contributions to exceed a sum equivalent to thirteen weeks' contributions shall be suspended from benefit until their

arrears, including all levies, &c., are reduced below the sum equivalent to thirteen weeks' contributions, and for a period of four weeks thereafter. And if their arrears exceed a sum equivalent to twenty-six weeks' contributions, they shall be suspended from benefit until such arrears, including all levies, &c., are reduced below the sum equivalent to thirteen weeks' contributions, and for a period of eight weeks thereafter.

When a member's arrears reach ten weeks' contributions he shall receive notice from the secretary (for which notice he shall be charged 2d.), and if not paid before the expiry of thirteen weeks shall be suspended as above. If his arrears reach twenty-four weeks he shall again be notified (and be charged 4d., for said notice), and if not paid, shall be further suspended as above. Members whose arrears exceed thirty-six weeks' contributions, can only be allowed to pay up the same by application to, and consent of, the committee.

And if their arrears accumulate to a sum equivalent to twelve months' contributions, the secretary shall write against his name, in the branch-book, the word *expelled*. Branch secretary to forward to E. C. all such members' names and registered number for publication in the reports. All such parties can only be admitted on the same conditions as new members, should they again make application.

Members thirteen weeks in arrears and those not entitled to benefit shall have no vote on financial questions until they are in benefit. Members twenty-six weeks in arrears shall not be entitled to vote or speak on any question in connection with the society whatever.

And no member to vote in any branch but that in which he holds his card. ~

As every member shall be held to supply himself with a copy of the rules, it shall be no excuse for arrears, supposing the notice before mentioned is not served or did not reach the member.

All arrears of contributions, fines, levies, or any other moneys due to the society, shall be deducted from any benefit, aliment, or any other moneys paid by this society.

Members who are in more than the one section and in arrears, must pay them up in a proportionate amount to each section of which he is a member.

Should any member who is contributing to the second or third sections desire to discontinue the same, he may do so by giving due notice in writing to the branch secretary of his intention, and paying all arrears due to said section up to date of notice, after which he shall not be required to contribute to said section, and therefore not entitled to its benefits after date of said notice.

But no one can withdraw from the first or second section and retain the benefits of the third, except those leaving the trade, as specified in rule 26, as all are required to be members at least of the first section.

RULE 24.—*Members transferring.*

Members working and living in any district where there is more than one branch of this society can place his card in the branch most convenient for himself. But in order that the collectors in the various yards and jobs may know the members, it will be advisable that all members pay their contributions and other moneys to the collector of the yard or job where they are working. If there is no collector, he must attend or forward his money to the committee meetings of the branch of which he is a member.

Members removing from one port or district to another must secure a clearance card from the secretary of his branch before leaving, which card shall state his name, registered number, branch number, and name of branch, date of entry, age, the section of which he is a member, and the amount of arrears he may be due; and if a member of the unemployed benefit section, the amount received within the preceding twelve months to be stated. No one to receive a card if he is more than six months in arrears. On securing work in any port or district he must, before starting work, or within two days thereafter, hand his card to the secretary of the nearest branch, who shall examine the same and see how long he has been unemployed, and sign his pence-book accordingly, and enroll him a member of that branch to which he shall pay his contributions and receive the benefits of the trade section of which he is a member, the same as in his original branch.

Branch secretaries to forward all such cards, with all information necessary, to the general secretary within six days of receiving same. Any collector receiving money from members of other branches than that for which he is acting shall sign such member's pence-book same as the others, and shall read the same to the secretary and check-book keeper, who shall take a separate and special note of such moneys in a book kept for the purpose. He shall then hand it to the treasurer, who shall do likewise, and separately receipt said moneys. The names, members, and all moneys of such members to be remitted, or otherwise, as may be arranged, to the E. C., once a quarter, or oftener if necessary, who shall see that said members' moneys are placed to the credit of their respective branches. Members removing to places where there

is no branch shall be required to remit their contributions to the branch where they last held their card, and, in the event of requiring benefit on the first or second section, must produce proof satisfactory to the committee of their being entitled to benefit.

Members going abroad out of the United Kingdom to countries or places where there is no branch of this society can retain their membership by clearing all arrears and all money due up to the time of leaving this country, and making arrangements with their branch or executive committee to leave some one to pay for them while absent, or to remit their contribution at least once every six months.

And, in the event of benefit being claimed, they must forward proof of being entitled to the same, signed by the British consul and other parties satisfactory to the committee. All branch secretaries to immediately report any such foreign notice to the executive committee.

RULE 25.—*Conduct of trade movements.*

In the event of the members of any branch entering on any trade movement, the committee of the branch shall conduct the same and endeavor to bring it to a satisfactory and amicable termination.

If more than one branch is involved in the same movement, the branch committee to act jointly, or as many as may be appointed from each branch committee to form said joint committee. Members acting in this capacity shall receive the usual committee pay, but to be paid for no more than at the rate of one meeting a day.

Aggregate meetings of the members of the branches in any district may be held to consider any question that may arise.

Should any member be appointed to attend any conference or week meeting, and require to lose time to do so, he shall be reimbursed for the same with delegates' expenses.

In the event of a dispute occurring through which a cessation of work take place, and which has received the sanction of the E. C., a strike or lock-out committee shall be appointed from those members out, according to the numbers out.

A chairman and secretary shall be elected from this number. They shall conduct the dispute under the advice and assistance of the branch committee, or joint committee before mentioned, and the E. C., forwarding full particulars and all information to the E. C. as required.

Their principal duty shall be to look after the yards or jobs where the dispute exists, and in every way to assist the proper conducting of the dispute to bring it to a speedy and successful termination.

Members on strike or lock-out committee to receive 1s. each per day in addition to their strike pay.

RULE 26.—*Members becoming foremen.*

Members becoming foremen may still remain members of this society and be entitled to its benefits by paying the regular contributions and conforming to its laws.

But in the event of a cessation of work taking place they shall not be required to come out with journeymen; but, should they commence and do journeymen's work, then their position be considered lost and they must either give up so working or come out with the men.

Members relinquishing the calling of a shipwright, that is, leaving the trade for any other occupation, or for any such satisfactory reason, upon notifying the fact to their branch secretary, and forwarding particulars if required, and clearing up their contributions till such date, may be exempted from contributing to the first and second sections; but, by continuing the contributions to the friendly sections be entitled to all its sick and funeral benefits.

If any such member should resume work at the trade he shall then be required to contribute to the first section at least; and having paid the regular fortnightly contributions to the same for three successive months, he shall then be entitled to its benefits.

Any one returning to the trade failing to pay to the first section, the contributions shall be taken from the third section and placed to the first, as above, and held in arrears in proportionate amounts to both, and thus prevent any imposition being practiced on this society.

RULE 27.—*Scafaring members.*

That should any member of this society go to sea, he shall clear his book up to the time of his going away, and appoint some person to pay for him while absent, or leave with the committee or secretary a promissory note (see appendix) that on his return he will pay up all arrears that may be due to the society. Members failing to comply with these regulations shall be liable to be suspended from benefit, or fined at the discretion of the committee. Said arrears must be paid within four weeks after their

arrival in any port of Great Britain or Ireland. They shall be fined in 10s. for the first omission; and for the second they shall be expelled. After the first omission, seafaring members are not entitled to any benefit from the society during the time they are in arrears, and must not be in a state to require aliment at the time of payment; if so, payment will not be accepted, provided they claim aliment during said state to which they are not entitled.

FIRST SECTION. TRADE PROTECTION.

RULE 28.—*Qualification for membership.*

No person shall be admitted a member of this society in any section unless he has served the legal apprenticeship of his port, which must not be less than five years, or who has worked seven years at the trade, and that in a regular ship-building yard and produce documents to that effect satisfactory to the committee; and in reference to persons who have served an apprenticeship of three years to ship-building and three years to boat-building, they shall be eligible for admission.

Applicants for membership to be of good moral character. The committee shall consider such applications, and shall have power to accept or reject the same without being obliged to give reasons to the applicant, in cases of refusal, to accept their application.

Every member, on entering this society, shall be held to declare his adhesion to the principles on which, and the purposes for which, it was founded, and shall promise to support and advance its interests and the objects thereof, and to do everything in his power to extend the usefulness and enlarge the basis of this society.

Any person securing admission into this society by false documents, or under any untrue averments, shall, on proof of same, be excluded, and all money paid forfeited to the society.

No branch to admit any one who has been expelled from any other branch, unless such party has given satisfaction for the cause of expulsion. In any such cases branch secretaries must correspond with the branch who expelled, and ascertain the cause and all information necessary with regard to such cases.

RULE 29.—*Entry money.*

The entrance money to this section shall be 5s. Every applicant for admission must pay 2s. 6d. of his entry money and 6d. for books and rules on the night of proposition; if accepted, he must pay the other 2s. 6d. next fortnight. If payment is omitted for four weeks the sum paid shall be forfeited, unless it can be shown to the satisfaction of the committee that sickness, want of work, or any other casualty was the reason of such omission. Applicants, where possible, to attend personally at the committee meetings.

RULE 30.—*Contributions.*

Every member of this section shall pay 3d. per week, or more, if necessary. Contribution money paid fortnightly, and all levies as required. Each member shall receive a contribution-book or card, into which all moneys paid must be receipted by the collector or secretary. Members on receiving their books are required to see that it is so receipted, otherwise they shall themselves be responsible for any loss occurring thereby. Any member on losing his book can get another on payment of 2d.

Any member who has been thrown out of employment—satisfactory to this branch—for six consecutive days, shall be exempt from contributions to this section while unemployed. But to secure this exemption they must sign the vacant-book, as shall be required, and attend the first committee meeting thereafter, and get their pence-book signed to certify this. But members who work two days, or earn two days' pay in any week, shall be required to pay the week's contributions.

Members unable to work through accident or sickness shall be exempted from contribution to this section during said disability, provided they notify the secretary of such inability once every week, and forward their pence-book every committee meeting night for certification, and, when required, to produce medical certificates proving such inability. Such members, when able to go out, to sign the vacant-book, as may be required.

RULE 31.—*Benefits and application for same.*

Members joining this section shall receive trade and tool compensation benefits, but shall not be entitled to benefit until six months from the date their entry money is fully paid up.

All applications, as required by rule, for benefits, must be made, in writing, to the secretary, conformable to the forms in appendix, accompanied with the member's book. In the event of the pence-book not being forthcoming, the secretary's ledger and check-book be considered sufficient. Applicants to furnish fullest information possible; and, when able, to attend the committee meeting, if required.

RULE 32.—*Tools—compensation and conditions.*

Any free member who, by fire or shipwreck, loses his chest and tools shall receive compensation to the amount of £5. In the cases of partial loss members to receive as compensation 50 per cent. of the value of the tools destroyed, said sum not to exceed the amount above stated.

If the loss occurs on shore, the member must lodge with the secretary of his branch, within seven days, a correct inventory of every tool lost. If the loss occurred at sea or abroad, the inventory must be lodged within seven days of his arrival in the port of which branch he is a member, otherwise he shall not be entitled to claim compensation.

The member to satisfy the committee as to the legality of his claim. The committee to have power to cause the member to make an affidavit before a sheriff, or justice of the peace, in any case, if they see reason for so doing.

The committee also to have power, where they deem it expedient to purchase, or appoint some one to purchase, tools to the amount due. Any member guilty of *fraud or imposition* as to the amount of tools destroyed for which compensation is claimed, the branch and executive committee to have power to deal with such persons according to the circumstances of the case.

RULE 33.—*Trade movements and benefit.*

Should any dispute arise in any yard or at any job, the members of that yard or job shall make the same known to their branch, when the office-bearers and committee of such branch shall try and settle such dispute. In the event of not being successful in doing so, they shall refer the whole case, with full particulars, to the E. C., who shall advise and send instructions thereon.

When any branch is desirous of soliciting an advance of wages, or any new privilege, the secretary shall report to the E. C., stating the number paying and payable members, the state of trade, the position of the society in the district, as to members and non-members, if any; apprentices, length of servitude, votes of the branch for or against said movement.

And in such cases, before any suspension of work takes place, the branch must have consulted the other branches through the E. C., and the majority of the votes of the other branches must have been returned favorable. In the branch taking action two-thirds of its members must have voted in favor of the application before such cessation of work can take place. Every member of a branch about to cease work shall have an opportunity of recording his vote, either at special or general meeting, or by voting papers.

When more than one branch exists in the same port or district they may combine in making any application as the preceding, but they must consult the other branches, the same as if it were only a single branch acting.

On the occasion of a cessation of work, lock-out, or any other cause sanctioned by the society, every free member shall receive the sum of 10s. per week for eight weeks, commencing from the fourth day the vacant book is signed, or roll-call kept, provided the funds are in a position to afford the same; if the dispute continues longer, the sum to be 8s. per week, except in such cases where it may be deemed advisable by the executive committee to continue the higher allowance.

Members on strike or lock-out, and occasionally employed, shall receive benefit according to the time worked and amount earned.

Any member on the roll, during any dispute, who has the offer of work procured for him, or is informed where he may procure work, and should he either refuse to accept or decline to look after such job immediately, he shall cease to be entitled to benefit, unless otherwise decided by the committee.

In the event of any application for men being received by the secretary, he, after ascertaining that it is *bona fide* and all correct, shall request volunteers for the job; if there are more volunteers than the number required, they shall be selected by ballot; but if a sufficient number of volunteers are not forthcoming, they shall be selected by ballot from those on the roll. Any member so balloted in either case, and refusing to accept said job, shall be at once suspended from benefit, unless otherwise decided by the branch, under the advice of the executive committee.

In the event of the society being engaged in any struggle, and the executive committee requiring to borrow money in behalf of the society to carry on the same, or in

any case the society or executive committee may decide, a legal document shall be taken from all recipients of such or any moneys.

All arrears must be deducted before any moneys, for any benefit whatever, can be paid to members.

When any dispute arises in any job or yard connected with our trade or society, no member or members shall be allowed to call at such job or yard after being made acquainted with such dispute; any member doing so shall be fined the sum of 10s., and if persisted in shall be further fined or expelled, as may be decided.

The E. C. to have power to close any dispute where it is seen to be detrimental to the best interests of the society.

And it must be understood, as a clear and fundamental principle of this society, that no strikes or turning-outs will be recognized unless sanctioned by the executive committee, or by the society through the votes of the members.

SECOND SECTION. TRADE PROTECTION AND UNEMPLOYED BENEFIT.

RULE 34.—*Qualifications for membership.*

All applicants for admission into this section must at the same time join or be members of the first section. They must be under forty years of age, and have served a legal apprenticeship, as required by rule 28, and passed, or be eligible to pass, the same, and are not incapacitated nor suffering from any ailment or physical defect which may incapacitate them from performing the usual duties of the trade, and must produce, if required, medical certificate of health and proof of age.

Any one securing admission into this section without the necessary qualifications, or suffering from any ailment that may hinder him from fulfilling the usual duties of the trade, or under any false pretenses whatever, when evidence of this is found satisfactory to the society he shall be immediately expelled and forfeit all moneys paid.

RULE 35.—*Entry money.*

The entrance money into this section, if members of the first section, shall be 5s., but if not members of the first section and joining both the entry money shall be 10s., and which must be paid at the same rate and under the same conditions as stated in rule 29.

RULE 36.—*Contributions.*

Every member of this section shall pay 6d. per week, or more if necessary, contribution money paid fortnightly, and all levies as required.

Each member shall receive a contribution book or card, and shall see all his moneys paid are properly receipted in same as required by rule 30.

Any member of this section who has been thrown out of employment, and in receipt of unemployed benefit, must pay his contribution the same as when working. But should he have received the number of weeks and full amount allowed any member in any twelve months, and still be unemployed, he shall be exempt from paying contributions to this section until he resumes work.

But in order to be so exempted he must sign the vacant-book as when in receipt of benefit; not doing so the contributions will be held due, unless otherwise allowed by the committee, but they must at least have one report every week, and the member's book signed at each regular committee meeting to certify he has been unemployed and acted according to rule.

Members unable to work through accident or sickness shall also be exempted from contributions to this section during said disability, provided they notify the secretary of such inability once every week, and forward their pence-book every committee-meeting night for certification, and when required to produce medical certificates proving such inability; such members, when able to go out, to sign the vacant-book as may be required.

RULE 37.—*Benefits and applications for same.*

Members joining this section shall receive trade and tool compensation benefits, as specified in rules 32 and 33, and under the conditions contained in the first section; and, in addition, they shall receive an allowance when out of employment, but shall not be entitled to this unemployed benefit until twelve months after their entry money to this section has been fully paid up, or until they have paid fifty-two weeks' contribution to this section.

RULE 38.—*Unemployed benefit and conditions.*

Any member of this section entitled to benefit in accordance with rule, when thrown out of employment under circumstances satisfactory to his branch, and continue out for six consecutive days, and shall have signed the vacant-book as required, he shall receive, commencing from the fourth day of signing the vacant-book, the sum of 8s. per week for eight weeks, and 4s. per week for other nine weeks; no member to receive more than the above number of weeks and amount in any given twelve months. Unemployed to mean members willing to work, but can't find employment. No member to receive idle benefit if leaving off work of his own accord; and, in order that this benefit may fulfill the object in view, and to prevent imposition, it shall be necessary for members who are inconstantly or occasionally employed, to be three days idle, or who have not earned more than 12s. in any one week, when they shall be paid for the days they are idle, at the rate per week they are entitled to.

Any member who has received the full amount allowed by rule in any twelve months, shall not again be entitled to benefit unless he has worked four weeks consecutively at the trade, and received the current wages of the port.

No member to receive idle benefit if unable to work through accident or sickness, or any disability which would entitle him to benefit from the sick fund, whether a member of the same or not.

No member to receive benefit for the usual holidays of the port, nor for the holidays given by any work or firm in which he may be engaged.

To prevent as far as possible any member from receiving this benefit improperly, he shall give notice to the secretary, in writing, according to the form at the end of these rules, within forty-eight hours, stating the cause of his being unemployed, or be fined 1s.; and, upon obtaining employment, he shall give notice to the secretary, in writing, within forty-eight hours of his resuming work, or be fined 1s. And if he makes a false declaration, or in any way imposes on the society, he shall forfeit his benefit and suffer such punishment as the committee or E. C. considers his case deserves.

All notices on society business, either personal or in writing, to be addressed to the secretary's residence. No member to call or write to the secretary, or any officer of any branch, upon society business at the work where he is employed, but must be addressed to his residence, or be fined 3d. for each offense.

Any member knowing of a vacancy, or leaving one situation to go to another, or if he gives or receives notice to leave his employment, he shall give notice to the secretary or vacant-book keeper as early thereafter as possible, so as to endeavor to secure the situation for any member that may be idle.

Any member on the idle-roll who has the offer of work procured for him, or is informed where he may procure work, and should he either refuse to accept or decline to look after such job immediately, he shall cease to be entitled to benefit, unless otherwise decided by the committee.

In the event of any application for men being received by any secretary or vacant-book keeper, he, after ascertaining the application is bona fide and all correct, shall request volunteers for the job, giving the preference to those members longest on the idle-roll; if more volunteer than the number required, he shall select the required number by ballot. But if the number of volunteers are not sufficient, he shall select those yet required by ballot from those still on the idle-roll. Any member so balloted in either case, and refusing to accept said job, shall be at once suspended from benefit, until they again work four consecutive weeks at the trade.

Members receiving idle allowance and taking intoxicating liquors to excess will be liable to forfeit their idle benefit until they have been in employment three months continuously.

Any member losing his employment through intemperance or imprudent conduct shall forfeit his idle allowance until he has been in employment one month continuously.

And if any member shall be judicially convicted of dishonest practices his branch shall have power to expel him.

Seafaring members and others leaving the country or removing to districts where there is no branch of this society shall not be entitled to this benefit, unless under special arrangements with the executive committee.

All arrears of contributions, levies, or any other moneys due to the society must be deducted before any money can be paid to any member for any of the benefits of this society.

RULE 39.—*Vacant-book.*

Each branch shall have a vacant-book provided for it of uniform pattern in all the branches.

The branch to have a discretionary power to determine the place where said book shall be kept for inspection; at which place every member in receipt of unemployed

benefit shall appear and sign his name daily, between the hours of 9 o'clock a. m. and 5 p. m., unless he resides above 3 miles from said place; if he neglect to do so, he shall forfeit one day's allowance for each neglect; but if any member resides more than 3 miles from the place where the vacant-book is kept, the regulations of his case shall be left to the discretion of the branch to which he belongs.

Any member going from one district to another in search of employment where there is a branch of this society, will, by signing the vacant-book of said branch, and satisfying the secretary thereof that he is clear on the books of the branch to which he belongs, receive his day's benefit, if he applies for it.

Members unemployed, although not in receipt of unemployed benefit, but wishing exemption from contributions, must sign the vacant-book, as shall be required by their branch, and attend the committee meetings and get their books signed to that effect, otherwise they shall be held liable for contributions.

GENERAL MANAGEMENT.

RULE 40.—*Election and duties of executive committee.*

The executive committee shall consist of seven members and the general secretary; they shall be elected from the branch or branches according to the number of members in each branch, situated within a radius of 6 miles around the seat of government. Any branch with one hundred free members will be eligible to stand for the seat of government; the branch appointed to hold the same for three years, at the expiry of which term it may be reappointed. The votes of the members to be taken three months previous to the termination of said term, so as to decide whether it shall be continued in said branch or district, or where it is to be situated for the next three years.

Candidates for the executive committee must at least have been members of the society for twelve months, and have served in some office of the society not less than six months, and who are not three months in arrears.

They shall be elected at the quarterly meetings of the branch for twelve months, the majority and minority retiring alternatively every six months.

The executive committee shall, every six months, elect from their number a president, vice-president, and treasurer. The president shall preside at all meetings of the executive committee, and all aggregate meetings of the members or trade in the district, see that the business is properly conducted, sign the minutes of each meeting, sign all orders along with the general secretary to the trustees for drawing money from the working or general funds.

The vice-president shall, in his absence, preside over all meetings, and fulfill the duties of the president.

The treasurer, who must be a respectable householder, and give security if required, shall receive all moneys remitted through the general secretary, and shall, in conjunction with the trustees, bank all moneys intrusted to them.

Three auditors, who are not in any office, shall require to be elected by the district in which the executive committee is situated, to audit and examine the general secretary and executive committee treasurers' books and receipts, and report the same to the executive committee at least once per quarter.

The executive committee shall decide all cases of appeal; such decisions to be final and binding, unless appealed against to the votes of the branches; they shall determine anything wherein the rules are silent; or if they think it necessary to take the votes of the members on any questions brought before them, the majority of votes to decide.

They shall meet at least once a fortnight to transact whatever business may be brought before them from the different branches or other sources; they shall have a discretionary power to act on any case of emergency that may arise for the best interests of the society.

They shall decide as to the opening or closing of branches, and may, on the application of any branch or district, appoint a deputation to visit any locality; they shall have power to convene meetings in any branch or district, either singly or in conjunction with other trades, and appoint deputations to attend the same, in promoting or furthering the interests of the society; and have power to call in the books of any branch of this society, or appoint special auditors whenever they deem it necessary to have any branch's books examined.

The executive committee shall institute all legal proceedings whatsoever in behalf of this society, and against all officers or members who may in any way defraud the society, and against all trustees, officers, and branches who may refuse to sign and deliver up to any person appointed by the executive committee to receive the same, all checks or other documents which may have been intrusted to their care, or which requires their signature.

When a branch is entirely closing all connection with this society, and failing to transmit all moneys, books, and other property of the society, with a correct balance-sheet, to the executive committee, the general secretary be empowered to take all legal proceedings to recover the same as property of the society.

They shall see that a report is issued at least once every six months, containing the income and expenditure of each branch classified under its respective heads and sections, also of the whole society; also a report, when required, of the registered number and name, with the amounts received by every member under the respective benefits and sections.

They shall keep a central registration or roll book in which will be inserted the names and ages of all members of this society, date of admission or readmission, and the section of which they are members.

A general secretary shall be appointed in terms of rule. He shall be under the control of the executive committee, who, in the case of removal, misconduct, or death, shall have power to appoint one (*pro tem.*) until the members appoint another.

Their remuneration shall be 6d. each meeting night they attend, and those residing 1 mile from the place of meeting shall receive in addition third-class tram-car, omnibus, or railway fare to and from the place of meeting.

They shall convene day meetings if required, and be remunerated as if on delegation.

RULE 41.—*Election and duties of general secretary.*

A general secretary shall be elected by the members of this society, and hold office for three years, subject to re-election; six months previous to the expiration of the term of office, any member who has been two years a member, and who has served on committee or in any office of his branch, and who is not three months in arrears of contributions, may be nominated for the same, said nomination to be forwarded within fourteen days of above date.

The executive committee shall then cause a list of the same to be transmitted to the various branches within other fourteen days, all branches to meet and vote within a month of receiving same, and return an accurate list of the votes recorded in favor of the respective candidates, the one having the highest number of votes to be the one elected, and, if required, must find security satisfactory to the members or the executive committee, otherwise his election shall be canceled.

He shall attend all meetings of executive committee, record the names of members present, minute all proceedings of the executive committee, and all aggregate meetings of the members or trade in the district; he must be able to conduct all correspondence as instructed by the executive committee, read to them all letters received on society business, and keep a copy of all letters sent by him.

He shall keep the central registration or roll book as required by rule; branch secretary to forward the necessary information.

He must have an accurate knowledge of all the workings of this society.

He shall keep all documents, accounts, and papers connected with the executive committee in such form and for such uses as the rules require, and all other books necessary to the working of the society.

He shall keep a clear and correct account of the income and expenditure of the whole society, classified under its respective heads, benefits and sections. Branch secretaries shall be bound to supply the information necessary to compile the same; compile the yearly and other reports from the returns received from the various branches, and submit the same for approval to the executive committee.

All money transmitted to the executive committee to be drawn by the general secretary and handed over to the treasurer, in presence of the committee, on the meeting night next ensuing. All money sent by the executive committee to be remitted by the general secretary.

He shall sign all orders, in conjunction with the chairman, to the trustees for drawing money; shall institute all legal proceedings for and on behalf of the society, as instructed by the executive committee.

He shall give copies of all matter for printing, and order all books and stationery required.

The general secretary shall devote as much of his time as the society may deem necessary for the due performance of the business of the association, and shall be remunerated for his services as the society may determine. On resigning he shall require to give, if possible, two months' notice of his intention to the executive committee.

RULE 42.—*Working fund, general fund, and election of trustees.*

All moneys collected for or on account of this society shall be kept in the books under its respective sections; but on being received by the executive committee shall go into one common fund for the purposes set forth in the rules.

All moneys not immediately wanted shall be deposited in bank or banks, as may be agreed on. A part of it, as a working fund, to be entered in the name and for behoof of the society and three trustees and president and treasurers of the executive committee and general secretary. The district where the executive committee is situated to elect the three trustees. The working fund not to be less than £500, or more than £1,000.

When it reaches the latter sum £500 to be drawn and banked, or invested as a general fund, in the name of the society and six trustees and the general secretary, said trustees to be elected from the branches according to their number of members.

The bank-book, deposit receipts, or other such certificates to be kept in a drawer in the society's box or safe with three keys, to be held by the chairman and treasurer and secretary. No money to be drawn from either of the funds without the signature of the trustees and officers.

Trustees of both funds not to give their signature of any order for drawing money without a letter from the executive committee, signed by the secretary and president authorizing them to do so. All trustees to be paid for lost time if required to act during working hours.

The trustees, when called upon by the executive committee, shall sign all orders made by them for uplifting moneys to meet any claims which may be made upon the society, in terms of the rules, or to discharge any bill or debt which may have been contracted for or on account of this society.

The names and addresses of the trustees over both funds to be published in the reports; and should any of them allow their payments of contributions to run three months in arrears, or in cases of refusal to act when called upon, resignation, or death, others shall be appointed in their places.

All books of this society shall be open for inspection to any member on giving one day's notice to the branch or general secretary of their intention to do so. All branch funds to be banked in the post-office savings bank, unless otherwise arranged.

RULE 43.—*Delegate meetings and delegates' expenses.*

When it may be deemed necessary by the E. C., or on the vote of the members so deciding, a delegate meeting shall be convened in such part or district as may be most advisable in the interest of the society.

Branches having 200 members shall have power to send two delegates; each branch shall be entitled to send one.

Delegates must be elected two weeks previous to the date of meeting; they must be clear and free members of the society; every delegate must attend until the business is concluded. He must produce to the general secretary his credentials of appointment, signed by the preses and secretary of his branch.

The minutes shall be compiled and published for the use of the members and shall contain the resolutions and votes of the delegates.

Each secretary must send in any propositions of his branch not later than six weeks before the delegate meeting to the general secretary, otherwise it cannot be entertained, who then shall furnish all branches with a copy of all such propositions four weeks before date of meeting.

The executive committee, or as many of them as may be deemed necessary, including the general secretary, to attend all such meetings in virtue of their office.

No delegate meeting to have the power to abrogate any of the principles of this society, or any of its benefits, unless by consent of three-fourths of those members of the society who record their votes.

Any member delegated on the society's business and requiring to lose time off work shall be reimbursed for such lost time; or, if unemployed, a sum equal to the amount he would have earned, and a sum of 5s. per day as expenses; but in cases where it may be necessary for them to remain overnight, they will be allowed 3s. 6d. extra. They shall be allowed third-class tram-car, coach, or railway fare to and from the place to which they are delegated; and where a third class may be inconvenient, second class will be allowed.

Branches requiring delegates for part of a day or for local business after working hours to fix the remuneration before being appointed.

In cases of delegations on business connected with a strike or lock-out, should the delegate appointed be one of those on the strike roll, he shall only receive strike allowance as wages, but be paid expenses at the same rate as other delegates.

RULE 44.—*District committees and duties.*

In any district where there are three or more branches a district committee of seven members, or more if required, may be appointed by the respective branches according to their number of members.

They shall be appointed for six months at the usual quarterly meetings, majority and minority retiring alternatively, subject to re-election. Members to be eligible must have the same qualifications as for branch officers. If acting in opposition to the instructions of their branch, or otherwise, branch to have full power to remove their member off said committee.

They shall appoint a president and secretary from their own body, with a treasurer when necessary, who shall have power to summon together the committee whenever required.

They shall watch over the interests of the trade and the society, and all general business connected with the district, but shall not interfere with the internal business pertaining to any particular branch, but shall act as a central committee for the district they shall act under, and their proceedings be subject to the approval of the E. C.

If a district committee be formed where the E. C. is located the E. C. to be represented by one or more of its members on said committee.

If day meetings should be required, they will receive the usual delegate remuneration for attending same. If a half day meeting, half expenses; and if a night meeting, 1s. each be allowed, with third-class tram-car, coach, or railway fare to and from the place of meeting.

At the conclusion of each meeting the secretary of the district committee shall report to the E. C. the whole of the business done thereat, with names of representatives and their branches. When necessary, they shall have power to draw upon the branches in the district, according to the number of members, for moneys to meet the expenses of the district committee. When this is done, the secretary must forward a balance-sheet showing amount drawn and disbursed, signed by two auditors, elected by the branches, who are not members of the committee, at least once in every quarter, or oftener if required; said balance-sheet shall be inserted in the reports.

Auditors to receive same remuneration as members of committee for each night when acting.

RULE 44½.

No member to be fined for any offense a greater sum than £5.

These rules and regulations may be altered, amended, or rescinded, by the votes of the members, in the manner provided in rule 16.

At the date of entering this society every member must purchase a copy of these rules, and any amendments thereof. No excuse of ignorance will be accepted in extenuation of any violation of the same.

Any person shall be supplied with a copy of these rules on application to the registered office of this society, for which a charge not exceeding 1s. each shall be made.

But this association shall not be dissolved unless with the consent of five-sixths of the members who are in benefit at the time of taking the vote. This vote to be recorded by schedule, showing member's name, address, branch, and number, general number and arrears, if any, attested by his branch secretary, so that no one can vote unless he is entitled to do so.

Should any officer or member attempt, either publicly or privately, to induce any branch or district to secede from this association, he or they shall be expelled.

Branch secretaries shall require to forward their annual return to the general secretary so made up as to meet the following requirements of the registrar:

A general statement of the receipts, funds, effects, and expenditure of every trade-union registered under this act shall be transmitted to the registrar before the first day of June in every year, and shall show fully the assets and liabilities at the date, and the receipts and expenditures during the year preceding the date to which it is made out, of the trade-union; and shall show separately the expenditure in respect of the several objects of the trade-union, and shall be prepared and made out up to such date, in such form, and shall comprise such particulars as the registrar may from time to time require; and every member of, and depositor in, any such trade-union shall be entitled to receive, on application to the treasurer or secretary of that trade-union, a copy of such general statement, without making any payment for the same.

Together with such general statement there shall be sent to the registrar a copy of all alteration of rules and new rules and changes of officers made by the trade-union during the year preceding the date up to which the general statement is made out, and a copy of the rules of the trade-union as they exist at that date.

Every trade-union which fails to comply with or acts in contravention of this section, and also every officer of the trade-union so failing, shall each be liable to a penalty not exceeding £5 for each offense.

Every person who willfully makes or orders to be made any false entry in or any omission from any such general statement, or in or from the return of such copies of rules or alterations of rules, shall be liable to a penalty not exceeding £50 for each offense.

A member of a trade-union, not being under the age of sixteen years, may, by writ-

ing under his hand, delivered at or sent to the registered office of the trade-union, nominate any person not being an officer or servant of the trade-union (unless such officer or servant is the husband, wife, father, mother, child, brother, sister, nephew, or niece of the nominator), to whom any moneys payable on the death of such member, not exceeding £50, shall be paid at his decease, and may from time to time revoke or vary such nomination by a writing under his hand similarly delivered or sent, and on receiving satisfactory proof of the death of a nominator, the trade-union shall pay to the nominee the amount due to the deceased member, not exceeding the sum aforesaid.

THIRD, OR FRIENDLY, SECTION TO BE UNDER LOCAL CONTROL.

This section shall comprise the present friendly benefits, such as accident, sick, superannuation, or funeral benefits, as are given under the present local societies, eliminated from the trade portion, which the two previous sections supply instead. This section or friendly benefit shall be entirely under local control as at present, but whose reports can be published in the trade reports.

And for the guidance of those ports where there are no friendly benefits and who wish to adopt a friendly section a code of rules is herewith provided, so that all those adopting this section shall adopt similar rules, and thus enable at a future date, if required, an easy assimilation of this section all over, as well as the first or second.

And to prevent confusion the numbers of these rules are carried on from the trade sections.

RULE 45.—*Qualifications of members.*

No shipwright shall be admitted a member of this section unless he is at least a member of the first section and qualified according to rule.

RULE 46.—*Entry money.*

The entry money to this section shall be 5s., independent of the entry money to the other sections. It shall be subject to the same conditions of payment and forfeiture as specified in the other sections.

RULE 47.—*Contributions and registration.*

Members under forty years of age shall have it optional to pay 6d. or 3d. per week (or more if necessary). Members and applicants above forty and under fifty years of age can be eligible for the lower scale only, viz, 3d. per week. No member shall be entitled to sick alimont or funeral money until six months after his full entry has been paid. Applicants for membership above fifty years of age can only be admitted as honorary members upon payment of 5s. entry money, and the yearly assessment of 6s., which must be paid in quarterly instalments of 1s. 6d. They shall not be entitled to sick alimont or gift, but shall be entitled to £4 funeral money; but will be required to pay whatever levies the general body may impose. Members raising their contributions from the lower to the higher scale must remain on the second rate of benefit during the probationary period of the society. Any member wishing to join the highest scale of contributions must attend at the first committee meeting, to register (for which he will require to pay 1s.) in a book kept for the purpose, his age, if unmarried, the age of wife, and the names and age of each child (if any); if unmarried, the names and ages of parents (if they are under the age specified in rule 55); and, if desired by the committee, must produce medical certificates as to the state of his and their health at the time of his entry into said scale, which declaration (see appendix) he will be required to sign. No funeral money will be paid to any member for wife, child, or parent, as the case may be, unless he has complied with the above; and no member shall be entitled to receive funeral money for wife if she is above forty years of age at the time of his entering the highest scale. No member on low scale shall be entitled to funeral money for wife if she is above fifty years of age at the time of his joining the society, nor who has not registered her name and paid the amount (1s.) as required.

RULE 48.—*Scale of benefits.*

Members of this society unable to follow their usual or any employment through accident or disease, provided the disability has not been brought on by intemperance, or any other improper cause on their part, and shall have paid all contributions as mentioned in rule 47; if paying highest scale of contributions, they shall receive the weekly alimont of 10s. during thirteen weeks; if longer unwell, the sum of 6s. 6d. per

week during thirteen weeks more; and should their illness still continue, the sum of 4s. 6d. weekly for six months. Members paying the lower scale of contributions shall receive the weekly alimont of 5s. 6d. during thirteen weeks; and if longer unwell, they shall receive the sum of 4s. per week for thirteen weeks more; and should their illness still continue they shall receive the sum of 3s. weekly for six months. No member to receive the highest alimont in either of the scales for more than thirteen weeks, either continuously or alternately in any twelve months. Should he again return on the sick list within twelve months, he shall receive the same rate as he was receiving when he left off, except in cases of accident. No member to run the scales of benefit more than once with the same trouble or disease.

RULE 49.—Extended sick benefits.

Any free member who has received the benefits for twelve months, as provided in rule 48, if still unable to follow his usual or any employment, he shall receive benefit for the same number of years or portion of a year as he may have been a free member previous to the time he came upon the sick-list, the time to be calculated from the date his entry money was paid up. If paying the highest scale of contributions the sum of 3s. per week; if paying the low scale of contributions the sum of 2s. per week. Members who have received benefit for the time allowed them by rule, and still unable for work, shall, by keeping up their contributions, be entitled to funeral benefit; but, should the member ever be able to resume work at his trade, he must have wrought thereat continuously six months before being again eligible to all the benefits of this society, except in cases of accident.

RULE 50.—Superannuation benefit.

Any free member who is not three months in arrears of contributions, and who has paid all fines and levies, being unable to follow his usual employment through old age, and having produced medical certificates to that effect satisfactory to the society, and who has not worked in opposition to any rule of the trade, or any order of the society, unless he has been acquitted of the same to the satisfaction of a general meeting of the members within twelve months of doing so, and who has been fifteen years a continuous member of the same, and if paying to the high scale of contributions for fifteen years, shall, upon application conformable to the above, receive the sum of 4s. per week; but if having only paid twelve years to the high scale to receive 3s. 6d. per week; if having only paid nine years or less to the high scale to receive 3s. per week; and the sum of 2s. per week, if paying the lower scale of contributions, with liberty of doing any light work of which he may be capable, but must first receive the sanction of the society before commencing any such light work, and satisfy the committee when required as to the amount of earnings. Members not complying will immediately be suspended from benefit, and said allowance to cease whenever said member is in receipt of more than 10s. per week from earnings or other sources. Any member while receiving this benefit is eligible for no other, except funeral benefit, conformable to rule 55; or if, instead of said benefit as specified in this rule, the member would prefer a sum to be given him in lieu of all further claim on the society—in this case the committee shall thoroughly consider the matter, and, if they deem it necessary, be empowered to take medical advice upon the same, and report to the members in general meeting assembled, who shall decide the amount; but before any such sum can be paid it must be confirmed by two general meetings, upon receipt of which the member shall have no further claim upon the funds of this society. The society to have full liberty to grant or refuse any such sum, if deemed advisable.

RULE 51.—Application for benefit.

Application for alimont, accompanied with the member's pence-book, must be made to the secretary, in writing, as per form (see appendix), specifying the nature of the disability, and stating the yard or district in which the applicant works or resides, within four days from the date of which alimont is claimed, otherwise alimont will only be allowed for two days prior to date of application; who shall, if deemed necessary, instruct the collector or visiting committee of said yard or district to visit said applicant, who shall report the case at the first committee meeting. In the event of the services of a medical adviser or advisers being secured for the society, or the different districts of the society, the secretary shall notify the surgeon of the district to visit said member. In all cases when the member is able to visit the surgeon, he shall be bound to do so at least once a fortnight, or as required, to secure a certificate of his unfitness for work, otherwise no alimont will be paid to members residing within the district unless certified by the surgeon (see rule 52). The committee shall scrutinize the application and medical certificate or other accompanying evidence, and if not satisfied, shall have full power to require or order further medical

or other evidence, or, if deemed necessary, to send a doctor to visit said applicant; no money to be paid until they are fully assured of the justness and legality of the claim. When satisfied, the secretary shall make out the amount due, deducting all arrears of contributions, fines, and levies (if any), and all moneys due to the society from whatever cause; the chairman will then sign the document and hand it to the treasurer for payment. Members working or residing outside the district, or at a distance, are required to make application to the secretary, inclosing their pence-book, with medical certificate certifying the nature of disability, within fourteen days from the date of such certificate, and every two weeks during illness or forfeit their claim to sick aliment. In all such cases the aliment to be paid from the date of medical certificate. Members shall not receive aliment for less than six working days. Members on the sick list must, on resuming work, or within not more than two days thereafter, report themselves off the sick-roll to the secretary; members neglecting to do so shall be liable to forfeit all sick money due.

RULE 52.—Medical adviser.

He shall examine all candidates for admission after they are proposed if deemed necessary by the committee, and he shall grant a certificate of the same for the satisfaction of the society, and the individual applying for admission shall pay 1s. for such certificate. He shall visit the sick and accident members residing within a radius of 2 miles from the committee rooms in their respective districts at least once a fortnight, or as required, and shall make up a report each fortnight of the members under his inspection. He shall not be required to treat the member unless he is requested to do so by the member himself, who shall then become responsible for all charges for such treatment, the surgeon's duty being merely to certify the condition of the member. Any member whom the surgeon may suspect feigning sickness or otherwise attempting to impose on the society he shall take such steps as he may deem necessary to detect the same, and immediately report the same to the secretary, who shall lay it before the committee, who if unable to decide shall lay it before the members, who shall dispose of it as the rules direct. In all cases where the member is able to visit the surgeon he shall be bound to do so at least once a fortnight. No certificate shall be received by the society for any member living within a radius of 2 miles from the committee rooms in each district as specified, unless it has received the signature of the surgeon acting for the society in that district. The member shall be charged 6d. (or more if necessary) for each certificate granted during the first six fortnights, but if longer unwell he shall receive them free. Said charge to be deducted from aliment when paid.

RULE 53.—Laws to be observed while on the sick-roll.

Any member refusing to be visited shall receive no benefit until such inspection is made, and if the visitors have any doubt respecting the member the committee shall have the power to send a doctor to visit. And any member on the sick-roll must not be out of his residence later than 9 o'clock p. m. from the 1st of April to the 1st of October, nor later than 7 o'clock p. m. from the 1st of October to the 1st of April, both days included. Any member being out later than the above hours to be fined 1s. for the first offense, 2s. 6d. for the second, and for the third his sick money to be stopped. And if any member find a sick brother in a state of intoxication or out after the hours allowed and do not report him to the committee, said member shall be fined 2s. 6d. Should their medical adviser in any case recommend a change of residence as a means of improving their health and grant them a certificate to that effect, which must be indorsed by the society's surgeon of the district before removing, notice must be given to the secretary, in writing, who shall report their removal at the first committee meeting and give the doctor's certificate (recommending such removal) to the committee. It will also be an indispensable duty on the member who is removed from his residence that he communicate with the secretary at least every second week, intimating the state of his health, attested by his medical attendant there, and also, if practicable, the names of two respectable householders, that he is still unable for work. Any member removing failing to comply with these regulations shall forfeit all claim to sick aliment while absent. And any member who acts in full conformity with the rules of this society while on the sick-roll if he is removed from his residence can have his money remitted fortnightly, or receive it in full on his return.

RULE 54.—Seafaring members claiming aliment.

Seafaring members shall not be entitled to receive aliment unless their pay has been stopped, which they must prove by an extract from the ship's log-book, stating distinctly the nature of disability and length of time; if on board ship signed by the captain and mate, and if on shore by a surgeon and the British consul.

RULE 55.—*Funeral benefits.*

Upon application and production of registrar's certificate, as required by law, by relations, nominee, or trustee, conformable to rule 51, members contributing the highest scale of pence money as defined in rule 47, and eligible for benefit, for such members this society will pay £8 funeral money, and their relations shall have no further claim on the funds of this society, but should the member's wife die first, he shall receive funeral money to the amount of £4, and for a lawful child above six years and under thirteen, he shall receive £1 10s. funeral money; above two and under six years, he shall receive £1 5s.; under two years and above one month he shall receive £1; one month and under he shall receive 15s. Members paying the lower scale of contributions, funeral money to the amount of £4 shall be paid to relations, nominee, or trustee, who shall then have no further claim on the funds of this society; but should the member's wife die first, he shall receive funeral money to the amount of £2. And no member to receive funeral money at the death of more than one wife from the funds of this society. Unmarried members contributing the highest scale of pence money, provided their parents are under forty years of age at the time they become members, and registered according to rule 47, may draw the sum of £2 at the decease of each parent, or should they only have the one alive at the time of their becoming members, they may draw the sum of £4, but should there be two or more brothers members, and the father a member also, the sum stated may be divided, but the society will in no case pay two or more funeral benefits for one person. Young men receiving funeral benefit to the amount of £4, for parent or parents, and marrying thereafter, shall not be entitled to funeral benefit for wife. But if having only received funeral benefit for parent to the amount of £2, shall be entitled to receive £2 at decease of wife, and shall be entitled to funeral benefit for children, twelve months after having received it for a parent; and should any member die who has not contributed six months into the society, as described in rule 47, three-fourths of all the money they have paid into the fund will be returned to their nearest relatives. If the committee have any doubts respecting any party claiming funeral money, they shall have power to appoint any member or members to defray the funeral expenses to the extent of the sum specified. No funeral money to be paid until the committee are satisfied as to the death of the party it is claimed for. In event of any member dying at sea, or in a foreign country, his funeral money shall be payable to his nearest relative, provided he has qualified himself according to rule 27; but the claimant must produce a certificate of the decease, with the date thereof; and all arrears to be deducted from funeral money up to such date. The above sums to be paid from the society's funds, and in no case will this society pay more than the sum stated for one person. Members to qualify themselves for funeral money on parent's or children's deaths, or on death of wife on either of the scales, must have them registered as specified in rule 47, for which they shall be charged 1s. for such registration. Unless they are registered and this sum paid, they shall not be entitled to funeral benefit. Children to be registered not later than twenty-one days after birth.

RULE 56.—*Members in arrears and imposing.*

Members in arrears to this section will be dealt with as specified in rules 23 and 27.

Any member of this society found to have imposed, or to be in the act of imposing, feigning themselves sick or disabled, in order to procure alimony; or should it afterwards be discovered that his or their illness was the effects of intemperance, he or they shall be subject to such a fine as the directors shall see fit, and all the money thus fraudulently obtained shall be returned. Members thus guilty, refusing to comply with such sentence, shall be expelled.

RULE 57.—*Auditors' duties.*

Two auditors shall be elected, as specified in rule 13, who shall audit the financial transactions of the friendly sections, in the manner and under the conditions therein set forth, and be prepared with their report for the quarterly meetings.

RULE 58.—*Money in hand, investments, &c.*

That at no time shall there be more than £10 remaining in the treasurer's hands. That all other moneys be lodged in the bank, or laid out on heritable security, as may be determined by the majority of members at a general meeting. All investments to be made and securities taken in the name of the preses, treasurer, and secretary, with the consent of the committee for the time being, for behoof of the society, and no money so invested to be drawn again, except by vote of the majority of members present at a general meeting, and the presentation of a document bearing the signatures of the preses, treasurer, and secretary, and with the consent of the majority of the

members of committee. And in the event of any money being voted out of the funds for any other purpose than those specified in these rules, no greater sum than £5, without the consent of two general meetings.

RULE 59.—*Embezzlement—how treated.*

If any member shall keep up or embezzle any money belonging to the society, such measures shall be taken as may be most likely to make the person so offending refund the same with expenses. He shall be liable to be fined at the discretion of the members, and declared unfit for any office of trust in future, and likewise be held in arrears till such money be refunded; and any member found guilty of theft, or any other felonious conduct, may be expelled from the society.

RULE 60.—*Expelled members.*

All members expelled from the society forfeit all its benefits, and also whatever money they have contributed, and all fines to be added to the general fund.

RULE 61.—*Interpretation of rules.*

All questions arising relative to the interpretation of any of these rules of this section shall be decided by arbitration. Five persons shall be chosen (who are not members of the society), two by the member claiming arbitration, two by the president in behalf of the society, and the fifth by the four, whose decision shall be final and binding. The aggrieved to lodge 1s. on claiming arbitration.

RULE 62.—*Laws—how altered.*

These laws may be altered, amended, or repealed if found necessary. In that case a general meeting must be called to make what alterations they may think proper, but no old law will be repealed nor new one established without the consent of another general meeting.

RULE 63.—*Obligations of members.*

Every person now or afterwards becoming a member, hereby binds and obliges himself, by subscribing these rules, to fulfill and abide by the whole thereof, and to consent to such alterations as agreed upon by a majority of members in conformity with the rules.

RULE 64.—*Lawsuits exempted.*

No lawsuit will be competent against this society by any of its members, as they will be held severally bound by their subscriptions to these regulations.

RULE 65.—*Duty on entering.*

Every member on admission must purchase a copy of these rules.

DECLARATION TO BE SIGNED BY MEMBERS JOINING THE SOCIETY.

I do hereby declare that being desirous of becoming a member, and entitled to the benefits of the Associated Shipwrights' Society, second or third section, that to the best of my knowledge my age and the age of my wife (and children, if any) does not exceed the number of years herein afterwards stated; and further, I declare that I am not afflicted with any disorder or any constitutional weakness which may shorten life or incapacitate me from my customary occupation, and do hereby agree that this declaration shall be the basis of the contract between the society and myself; and that if any undue averment is contained in this declaration, all moneys which I have paid to said scale on account thereby shall be forfeited, and I shall have no further claim to the benefits under said scale; and I do hereby consent that my assurance shall be subject to the decision of mutual arbiters, such arbitration being in strict conformity with the rules and laws of said society.

FORMS OF APPLICATION, ETC.

Declaring on unemployed fund.

ASSOCIATED SHIPWRIGHTS.

To the secretary of ——— branch, the ——— day of ———, 18—:

SIR: I beg to inform you I have been thrown out of employment from the firm of ——— on account of ———, on the ——— day of ———, 18—.

Being a member of second section, and in benefit, and signed vacant-book as required, I claim allowance according to rule.

Declaring off unemployed fund.

ASSOCIATED SHIPWRIGHTS.

To the secretary of — branch, the — day of —, 18—:

SIR: I beg to intimate that I have again found employment with —, and that I commenced on the — day of —, 18—.

I have received — weeks' idle allowance, and paid according to rule.
— — —.*Declaring on sick fund.*

ASSOCIATED SHIPWRIGHTS.

To the secretary of — branch, the — day of —, 18—:

SIR: Being unable to follow my employment in —, through — since the — day of —, 18—.

Being a member of the third or friendly section — scale, and in benefit, I claim alimnt according to rule.
— — —.*Declaring off sick fund.*

ASSOCIATED SHIPWRIGHTS.

To the secretary of — branch, the — day of —, 18—:

SIR: Being capable of following my employment, I do declare myself off the funds on the — day of —, 18—.
— — —.*Intimation of a death.*

ASSOCIATED SHIPWRIGHTS.

To the secretary of — branch, the — day of —, 18—:

SIR: I have to inform you of the death of —, which took place on — day of —, 18—, and being in benefit, — claim the society's allowance.
— — —.

P. S.—If it is the death of a child under ten years of age, a registrar's certificate must be produced as required by the act of parliament.

Sea note.

ASSOCIATED SHIPWRIGHTS.

To the secretary of — branch, the — day of —, 18—:

SIR: Being about to proceed on a voyage to —, in the ship —, I have cleared my contributions up to date of departure, and do hereby promise to pay all my arrears on my return, as required by rule.
— — —.

We, the undersigned, members of the Associated Shipwrights' Society, hereby subscribe our names in accordance with the requirements of the trade-union act.

ALEXANDER GRAHAM.
JAMES NICHOLSON.
THOMAS HAYWOOD.
JOHN THOMSON.
JAMES CURRIE.
WILLIAM CRAIG.
JAMES WOTHERSPOON.
ALEX. WILKIE.*Trade-union acts, 1871 and 1876.—Certificate of registry*

It is hereby certified that the Associated Shipwrights' Society has been registered under the trade-union acts, 1871 and 1876, this twenty-second day of January, 1883.

J. BALFOUR PAUL,
Registrar of Trades-Unions for Scotland.

10. RULES OF THE OPERATIVE BAKERS' ASSOCIATION.

PREAMBLE.

When we consider man a rational being, his most refined enjoyments and greatest comforts are those which spring from the elevation of his mind and society of his fellow-men :

There cannot be any employment which is calculated to give more pleasure to the mind than that of meeting together for the purpose of considering the best means for the promotion of our well-being in society ; nor can there be any meetings imagined of a more delightful and gratifying kind than those which are composed of men of congenial sentiments and habits, assembled for the best and most praiseworthy objects. We cannot possibly devise any other means to ameliorate our condition without first inculcating into each other's minds, and particularly the rising generation, the absolute necessity of a well-informed, well-governed, and united society, and that it is essentially necessary a solemn compact or union of interest should exist between every member of this society. By frequent meetings and exchange of thought, showing the necessity of cultivating that intellect with which we are endowed, and by gaining information and intelligence respecting our condition in life, we raise ourselves in the social, moral, and intellectual sphere of society, that we may be enabled to carry out successfully that honest independence which is the right of every workman, and, at the same time, maintain that dignity of character which is alike beneficial to employer and employed.

RULES.

1. That the association shall be managed by a president, vice-president, treasurer, and secretary, with eight of a committee, who shall remain in office twelve months. That the president shall preside at all meetings of the association, have a deliberative and casting vote in all cases of parity, and possessing power to call such meetings as he may consider necessary.

2. That the treasurer shall receive and disburse the funds by consent of the association ; and, under the direction of the committee, give exact statements of the same when required ; and at the expiry of his office see such entered in the books, and pay over the balance in hand to his successor.

3. That the treasurer be allowed to keep a sum in hand to meet current expenses. All moneys over to be lodged in the Dundee Savings' Bank to the credit of the Dundee Operative Bakers' Association, in the name of the president, treasurer, and secretary, and that the treasurer produce the bank-book, and read over a statement of the income and expenditure at every monthly meeting ; also, that the treasurer produce all accounts against the society every committee meeting, and the books belonging to the society to be laid on the table to be inspected by the committee.

4. That the secretary keep a regular set of books, for the purpose of enrolling members' names, receipts, disbursements, minutes, &c. ; these to be kept by him in good order, and to be held as the association's vouchers in all cases whatever ; that he receive and respond to all correspondence with the association ; that he lay copies of all such correspondence before the committee ; and that the committee meet at least once a fortnight to transact business, six to form a quorum.

5. Monthly meetings of the association shall be held on the second Wednesday of every month—chair to be taken at 7 o'clock p. m.—when all minutes, and any other business of a general nature, will be laid before the members for their approval. Meetings to be dissolved at 10 p. m.

6. That this society cannot be dissolved so long as one-tenth of its members adhere to its rules.

7. That this house shall be kept open as a house of call and reading room, for the first five days from 4.30 a. m. to 9 p. m. ; on Saturday from 4.30 a. m. till 8 p. m. An officer shall be appointed to keep the same in good order ; his duties to consist in taking charge of the idle-roll in the morning, and seeing all the laws thereto strictly enforced ; in return for which he will be supplied with free house, coal, gas, or such other equivalent as the committee may see necessary.

8. A roll shall be kept where the names of the applicants for situations shall be entered in rotation. When an employer sends for a man, the first on the roll shall be sent ; but if the employer wishes any particular man, he shall be sent, although not first on the roll. Any member requiring a jobber to work for himself, he has the privilege of taking any one of the roll that he thinks will best suit his situation. And any idle member in the call house engaging to take a job, and not fulfilling his engagement, shall be summoned before the committee to give sufficient reason for so doing, and be dealt with as the committee think proper.

9. Any member informing a non-member of a place or a day's job, shall be fined 1s.; second offense, 2s.; which fine must be paid within eight days after receiving notice from the committee, otherwise he forfeits his membership.

10. The roll shall be called in the morning at 5 o'clock.

11. That jobbers shall be paid at the following rates: For a foreman, 6s. per day; half-day, 3s. 6d. Underhands, 5s. per day; half-day, 3s.—first half to begin at 5 morning, second half at 11 o'clock forenoon; but where the party jobbed for has more than this amounts to, the jobber to be paid at the rate of his wages. Overtime to be paid at the rate of time and half in proportion to wages.

12. Should any member appear in the call house in a state of intoxication, and behave in an unruly or disorderly manner, the call-house keeper shall report the same to the committee who shall take cognizance of it.

13. No member shall keep any newspaper longer than fifteen minutes, after it has been called for, or allowed to read aloud, without permission of all present.

14. That every individual wishing to become a member of the association shall pay, in the name of entry money, from 7s. 6d. upwards; also, a weekly assessment of 4½d. or more if necessary. Unemployed members to pay 1½d. weekly. If employed a full week, full assessment. That no one be admitted a member unless he has been four years at the trade. Members losing their cards to be charged 2d. for another copy.

15. That the necessary expenses of the call house be defrayed out of the income of the society.

16. Any member allowing his assessment to run more than seven weeks shall be fined 3d.; twelve weeks, 6d. At the close of the books on the thirteenth week he will forfeit his membership of the association.

17. That no member engage upon any other terms than a cash wage, nor for a longer period than one week, with any employer; and that he receive the full amount of his wage at the end of each week; also, that a week's warning be given and taken by both parties; and that he receive payment for all holidays in lieu of Sabbath day's sponging.

18. That no member of this association work longer than from 5 o'clock morning till 5 o'clock afternoon; and on Saturday work to terminate at 2 p. m. Meal hours, one and a half per day.

19. That any member working in a house where there is any encroachment made, or about to be made, shall immediately inform the committee, and give such information regarding the cause of such encroachment as he knows, and act according to the instructions he shall receive from the committee. No member is allowed to accept of a less wage than the former member had when in the same situation.

20. None but members are permitted to enter the call house.

21. For still further extending the benefits of the association, any member having his entry money paid in full six calendar months, shall receive as sick benefit the sum of 10s. per week for twelve weeks.

22. Members applying for sick allowance must give the number of their card and be candid in stating the cause and nature of their complaint, and should such complaint have been caused by any indiscretion on their part, no benefit shall be allowed from the association during such sickness.

23. Members must be six working days off duty before they are eligible for sick alimment, and must give notice to the committee within three days, otherwise they will not be entitled to alimment for that week.

24. That not more than two weeks' arrears be deducted from sick alimment.

25. That two members of committee be appointed monthly to visit those on the sick-roll. The names and addresses of the three officials and members of committee to be legibly printed upon the card.

26. Should any member in receipt of sick benefits declare off the fund and return to work within twelve weeks and again become indisposed, he shall only be entitled to the week or weeks he may have been short when receiving the society's allowance before; but if a period of twelve months has elapsed between the time of his returning to work again or declaring off the funds and again becoming indisposed, he shall be entitled to full sick pay. No member shall receive more than £6 in one year.

27. That with a view of extending still further the benefits of this association, at the death of a member the sum of £7 will be given; at the death of a member's wife, £3; unmarried members having both parents alive, £1 10s.; one parent, £3; said claims to be deducted off funeral allowance. Parties must be six months in membership, with entry money paid in full, before being entitled to funeral allowance.

28. As these rules will be strictly enforced, members violating the same will have themselves to blame.

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